Town of Bridgewater

Town Council

September 16, 2025
7:00 PM
66 Central Square
Academy Building
Council Chamber - Second Floor
The Town Council meeting is being streamed Live via You Tube.
Go to the Town of Bridgewater Facebook Page for the link.

MEETING AGENDA

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

A. APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

a) September 2, 2025 Meeting Minutes

B. ANNOUNCEMENTS FROM THE PRESIDENT

C. PROCLAMATIONS

a) Honoring Emily Stone on the Occassion of her 103rd Birthday

b) City of Peace Proclamation

D. CITIZEN OPEN FORUM

E. APPOINTMENTS

F. HEARINGS

G. LICENSE TRANSACTIONS

H. PRESENTATIONS

I. TOWN MANAGER'S REPORT

a) Fire Station Update

b) SHI Update

c) 106 Hale Street Update

d) Municipal Energy Aggregation Update

e) Town Website Update

f) Downtown Area Update

g) Organizational Review

J. DISCUSSIONS

a) Boards, Committees, Commissions

K. COMMITTEE REPORTS

L. LEGISLATION FOR ACTION

a) Order O-FY26-014: Transfer Order - CPC First Parish Unitarian Church Window Project
Voice vote for approval. Budget & Finance meeting 9/16/25. Finance Committee voted 5-1 to recommend at their 9/8/25 meeting.

b) Order O-FY26-018: Acceptance of Donation – Howard Foundation
Voice vote for approval. Budget & Finance meeting 9/16/25. Finance Committee voted 5-1 to recommend at their 9/8/25 meeting.

c) Order O-FY26-019: Acceptance of Donation to Parks & Recreation Department - Ron Enos
Voice vote for approval. Budget & Finance meeting 9/16/25. Finance Committee voted 5-1 to recommend at their 9/8/25 meeting.

d) Order O-FY26-020: Acceptance of Gift - Bridgewater State University
Voice vote for approval. Budget & Finance meeting 9/16/25. Finance Committee voted 5-1 to recommend at their 9/8/25 meeting.

M. OLD BUSINESS

N. NEW BUSINESS

a) Order O-FY26-021: To Request the Legislation to Allow an Additional All Alcohol Beverages Package Store License for 233 Broad Street
Voice vote to Retain at Town Council.

b) Order O-FY26-022: Bridgewater DPW Union, AFSCME Local 1700 Collective Bargaining Contract Ratification
Voice vote to refer to Budget & Finance and Finance Committee.

c) Order O-FY26-023: Bridgewater DPW Union, AFSCME Local 1700 Collective Contract Appropriation Transfer
Voice vote to refer to Budget & Finance and Finance Committee.

d) Order O-FY26-024: Bridgewater Public Library Staff Association Collective Bargaining Contract Ratification
Voice vote to refer to Budget & Finance and Finance Committee.

e) Order O-FY26-025: Bridgewater Public Library Staff Association Collective Contract Appropriation Transfer
Voice vote to refer to Budget & Finance and Finance Committee.

f) Ordinance D-FY26-005: Proposed Zoning Ordinance Amendment - Senior Village Housing Development
Voice vote to refer to Planning Board and CED Committee.

O. CITIZEN COMMENTS

P. COUNCIL COMMENTS

Q. EXECUTIVE SESSION

a) Executive Session pursuant to MGL Chapter 30A, Section 21 (a)(3) to discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares; Bridgewater DPW AFSCME Local 1700, Bridgewater Public Library Staff Association, Bridgewater Firefighters' Union, Local 2611, Bridgewater Police Association, Bridgewater Administrative Association and United Steelworkers Local 9517 Unit 04.

R. ADJOURNMENT

Town of Bridgewater

Town Council

September 2, 2025
7:00 PM
66 Central Square
Academy Building
Council Chambers/2nd Floor
The Town Council meeting was streamed Live via You Tube.

MEETING MINUTES

CALL TO ORDER

Council President Loreti called the Town Council meeting to order at 7:00pm on Tuesday, September 2, 2025 in the Council Chambers.

Present: Adelene Ellenberg, Sonya Striggles, Mary McGrath, Johnny Loreti, Paul Murphy, Sean Kennedy, Mark Linde, Marilee Hunt and Dr. Kevin Perry (via Zoom).

Also in attendance was Town Manager Justin Casanova-Davis and Town Attorney Jason Rawlins.

Councilor Loreti read the names of recent veterans who have passed and asked for a moment of silence.

- James "Leo" Tuite, US Army – Passed away on August 8th
- Joseph Campbell, US Air Force – Passed away on August 7th
- James Taxiera, Jr US Air Force (Afghanistan) – Passed away on July 25th

APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

a) August 5, 2025 Meeting Minutes
Councilor Striggles made a motion to approve the August 5, 2025 meeting minutes, which was duly seconded by Councilor Linde.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

b) August 12, 2025 Meeting Minutes
Councilor Linde made a motion to approve the August 12, 2025 meeting minutes, which was duly seconded by Councilor Hunt.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

ANNOUNCEMENTS FROM THE PRESIDENT

Councilor Loreti noted that the TIF District will be discussed later and is being voted on to be referred to advertising. It is to create a TIF District which would open discussions to developers, it is not a discussion on a TIF Agreement.

Councilor Loreti announced that Sandra Wright from the Plymouth County Commissioners was in attendance to present the Town with an ARPA check.

Ms. Sandra Wright welcomed the new Town Manager Justin Casanova-Davis. Thanked Councilor Linde for being on the advisory board. Thanked Mr. Dutton for his work with the County Commissioners when he was Town Manager.

Ms. Wright presented the Town Manager and Council President with a check in the amount of $248,130.50 in accordance with its Water Master Capital Plan and Drinking Water planning.

Councilor Loreti announced that Mr. Fred Clark, President of BSU was in attendance to present the Town with a check.

Mr. Clark President of BSU thanked the Councilors for their service as it is not an easy time to serve. BSU turned 185 years old in 2025. Horace Mann had an idea to bring education to the masses at a secondary level because only privileged had that. BSU is the third teacher training school founded in America and is the only one that is in the place that it started. Number one school for teachers and social workers. Ranked the 3rd safest University in America. Town is the 25th safest college town in America. Ranked top 7 of the most beautiful college towns. Homecoming is October 18th.

Mr. Clark presented the Town Manager with a check for $55k that will go towards the Police, Fire and DPW.

Councilor Striggles thanked Mr. Clark for his service to a school she loves very much.

Councilor Linde noted that BSU Library is also open to residents, BSU is an asset to the Community.

Councilor Hunt noted that the response from BSU has always been incredible from the flooding at the old Town Hall to digitizing documents.

Councilor Ellenberg asked how much water does the university use and what is the percentage of the town water that goes to the university.

Mr. Clark noted that he can get that information but also noted that the water they use they pay for.

Councilor Ellenberg asked about the Boots on the Ground meetings and if the councilors are invited to that. Mr. Clark noted that it is up to the Town Manager but having a quorum of the Town Council would make it a public meeting.

Councilor Ellenberg noted that residents have asked if students can do internships in the school system. Mr. Clark noted that they have a very close relationship with the school system.

Councilor Kennedy thanked Mr. Clark for the donation and the information provided.

PROCLAMATIONS – None

CITIZEN OPEN FORUM

- Sam Baumgarten, 60 Short Street: spoke about the appointment of Philip Nichols and how some see the DEIB committee.
- Janet Hanson, Pleasant Street: spoke about the TIF District and asked who initiated the TIF request.
- Lisa Buzzell-Curley: noted that councilors should not stop people from applying to committees because they do not like the committee, they should be given the opportunity.
- Keith Buohl, 10 Fieldcrest Drive and Chairman of the CAC Committee: disappointed to see the votes on Mr. Nichols, he was qualified and we put that in the recommendation that we submitted. Noted that the current Chair of the DEI is a disabled veteran and because of DEI he got help that allowed him to live. It is not only about race, gender or sexual orientation.
- Frank Sousa, 596 Main Street: spoke about ADU changes and how he is trying to get one on his property.
- Michael Doherty,: spoke about people walking in the crosswalks and how cars are not stopping. Wants undercover police to be in the center of town.
- James Walsh, 60 Crescent Street: thanked the Town Manager for the open office hours and looking forward to continuing working with him. Also spoke about the TIF and would like to know the benefit/cost to the town. On Town Manager goals we should look at water consumption and lowering that. Affordable housing percentage 10.79% in 2023.
- John Donna, 261 South Street: spoke about the Ad Hoc TIF committee meeting and the questions asked. March 4th meeting and what Jonas noted, does the TIF have enough water to sustain these units.
- Donna Jewell, 50 Keith Place: noted that the Town Manager meetings at the Senior Center and office hours were well attended. Also spoke about the TIF and read a letter into the record.
- MJ Spagone, 5 Lakeshore Center: noted that the TIF Order was not referred to the Finance Committee, disappointed and concerned it did not occur.
- David Moore, 54 Flagg Street: spoke against the TIF Agreement noting he sent an email to each councilor and consider putting this on a referendum in the Fall.
- Mike Flaherty, 468 Forest Street: spoke about TIF and the town should look to get businesses in.

APPOINTMENTS

a) Philip Nichols - DEIB Committee (2025 - 2026)
Town Manager Casanova-Davis noted that after the last meeting it was found that a resume was submitted but was missed, asking the council to allow the resubmission of the appointment.

Councilor Striggles made a motion to allow the Town Manager to resubmit the application which was duly seconded by Councilor Linde.

A roll-call vote was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Yea; Murphy – Yea; Hunt – Yea; Linde - Yea.
Motion passed 9-0.

Councilor Striggles made a motion to ratify Philip Nichols to the DEIB Commite, which was duly seconded by Councilor Linde.

Councilor Striggles noted that she was contacted by several residents and their own beliefs and how it could impact boards and commissions. What service are we doing if we say no to people raising their hands. For this appointment this time and last time, did not need to see a resume to know that he was a good fit.

Councilor Ellenberg will not be voting for this as we do not need a DEI committee in our town. Many constituents I have spoken to scorn the DEI committee. We should go for excellence and merit.

Councilor Linde noted that he was for his appointment but wants to see a resume.

A roll-call vote was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Yea; Murphy – Yea; Hunt – Yea; Linde - Yea.
Motion passed 9-0.

HEARINGS - None

LICENSE TRANSACTIONS - None

PRESENTATIONS - None

TOWN MANAGER'S REPORT

a) Boards & Committee Appointments
Town Manager Casanova-Davis noted that he had several conversations with councilors and the request for resumes. Our process is unique from other towns. CAC asks a lot of important questions unlike other communities. Recommendations are submitted, has attended several committees and a majority of them did not have a quorum. Some people may not have a resume. Moving forward I am going to require the resume to be submitted when they apply. Appreciate and am pleased with the CAC members.

b) Rainbow's Edge
Town Manager Casanova-Davis noted that the State paid for the clean-up of that property, it is state owned property. No other work going on there and property has been cleaned up.

c) BSU Water Usage Update
Town Manager Casanova-Davis noted that BSU uses about 9% water flow, there will be a presentation in October.

Councilor Ellenberg asked how gallons does 9% account for and Town Manager Casanova-Davis noted that it will be in the presentation.

Councilor Linde noted that BSU is the largest user of water and sewer and Town Manager Casanova-Davis noted that yes they are and if they did not pay what they pay, the residents would be paying more.

Councilor Ellenberg would like to know how much water the prison uses also.

d) Town Hall Fire Hydrant Inquiry
Town Manager Casanova-Davis noted the hydrant was removed because it was hit several times and expensive to replace it. Spoke with Chief Schlatz and there are multiple hydrants around town hall within 500 feet of the Town Hall. There is also multiple levels of fire technology inside Town Hall.

Councilor McGrath asked that the Council training scheduled for 9/30 take place in council chambers and residents could come as they do not understand the rules.

Councilor Murphy would like an update on paving, use of chapter 90 money and current plan and downtown improvement for crosswalks.

Councilor Linde invited the Town Manager to come to a CED meeting and would like the training recorded in the Council Chambers.

Councilor Loreti asked about the line painting on South Street for the start of school.

DISCUSSIONS - None

COMMITTEE REPORTS

Strategic Planning

Councilor Perry noted that the Strategic Planning Committee met twice in August to finalize the Town Manager goals.

LEGISLATION FOR ACTION

a) Order O-FY25-071: An Order Establishing a Tax Increment Financing (TIF) District for 60-86 Broad Street

Refer to Advertising: TIF Ad Hoc Oversight Committee voted 5-0 to recommend at their 8/21/25 meeting.

Councilor Striggles made a motion to refer Order O-FY25-071 to advertising, which was duly seconded by Councilor McGrath.

Councilor Striggles thanked the Ad Hoc committee members for their commitment and time. Believes at this time that it is worthy of opening the door to establish a TIF district. Want to focus and narrow down that this is a district conversation, not an agreement. No one has seen numbers, this is the proper procedure/process.

Councilor Hunt asked if the Order has gone down to our professionals to provide information of what the district should include and Councilor Striggles noted that a discussion took place to see if we should keep as written or add other properties.

Councilor Murphy made a motion to amend Order O-FY25-071 by deleting the second paragraph. This was duly seconded by Councilor Linde.

Councilor Striggles noted that she is in agreement with that amendment.

Councilor Linde asked why the Council was creating a TIF district for one specific property.

Councilor Kennedy made a motion to call the question.

A voice vote on the motion to call the question was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Yea; Murphy – Yea; Hunt – Yea; Linde - Yea.
Motion passed 9-0.

A voice vote on the motion to amend was taken with the results as follows: Kennedy – Yea; Ellenberg – No; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – No; Linde - Yea.
Motion to amend passed 6-2-1.

Councilor Murphy noted that there is no date and asked how long the time period would be.

Attorney Rawlins noted that the Mass Leads Act is unclear. Reached out to the State because found contradictory language but has not heard back yet. There are many steps that happen after this. This would not get sent out to the Planning Board for any recommendations.

Councilor Murphy asked what purview the Town council had once the District was approved.

Town Manager Casanova-Davis noted that the agreement would be brought forward to the Town Council for approval.

Councilor Ellenberg noted that many constituents do not want to give money away, we should vote it down now.

Councilor Kennedy asked it the Town Council would vote on a TIF Agreement and Town Attorney Rawlins noted that he did not know if there is anything to limit him to have that say, but noted that the Town Manager has mentioned several times that he would bring the agreement to the Town Council.

Councilor McGrath noted that we are making a district for the developer not making the district to bring in a developer. Also asked if we vote no to forward with advertising what happens to this Order.

Town Attorney Rawlins noted that it gets stalled out, not moving forward. Also further noted that just because you are setting a District does not mean that it will happen, the development needs to meet certain criteria. It does not place any obligation to the Town, the agreement has to make sense for the town.

Councilor Murphy noted that without passing this tonight we will not know the real revenues/cost to the town. We have never heard from our assessor, what is the economic development, excise taxes, etc. We are not even at that point and if we don't open the door the property will stay vacant. It's about opening the door so we can understand what those numbers look like.

Councilor Striggles noted that it is her understanding that if we move forward with this we could amend and make larger in the future. This is the first time our town thought of doing something like this.

Councilor Murphy made a motion to amend Order O-FY25-071 by adding in the 3rd paragraph in the beginning after the word "the", "Town Council has designated that the". This was duly seconded by Councilor Striggles.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea.
Motion to amend passed 8-0-1.

A roll call vote on the motion to refer to advertising was taken with the results as follows: Kennedy – Yea; Ellenberg – No; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – No; Linde - No.
Motion to refer to advertising passed 5-3-1.

b) Order O-FY25-074: Town Manager Goals
Voice vote for approval. Strategic Planning voted 3-0 to recommend with amendments at their 8/21/25 meeting.
Councilor Perry noted that the Strategic Planning Committee met several times and made some amendments which were included in the packet.

Councilor Perry made a motion to amend Order O-FY25-074 as noted in the packet. This was duly seconded by Councilor Striggles.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Yea; Murphy – Yea; Hunt – Yea; Linde - Yea.
Motion to amend passed 9-0.

Councilor Striggles noted that it was a pleasure to work with Councilors Loreti and Perry on the goals, enjoyed the process and hope the Town Manager sees the goals as obtainable.

Councilor Perry noted that the amendments would be added to the back page of the review sheet as a checklist.

Councilor Perry made a motion to approve Order O-FY25-074 with amendment, which was duly seconded by Councilor Striggles.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

Councilor Murphy noted that he appreciates the work that the Strategic Planning Committee put in to give the Town Manager measurable goals.

Councilor McGrath thanked the committee for their work on the goals.

Councilor Kennedy also thanked the committee for their work and noted that this covers a lot.

c) Resolution R-FY26-001: Town River Landing Phase 1 Improvements
Voice vote for approval. This measure was not referred to committee. 14 days has elapsed per Section XVII of the Council Rules & Procedures, therefore this measure may be finally considered this evening.

Councilor Loreti noted that this is to ask the Town Manager to apply for CPC funds for the Town River Landing phase 1 of their master plan. The Town is applying on the town's behalf.

Councilor McGrath noted that Al Lacerda is bringing in more activities and more people to the Town.

Town Manager Casanova-Davis noted that Justin: this is town property, we have to go thru a procurement process. This is important and will explore it but there is a town procurement process.

Councilor Striggles made a motion to approve Resolution R-FY26-001, which was duly seconded by Councilor Kennedy.

A voice vote was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

M. OLD BUSINESS

N. NEW BUSINESS

a) Order O-FY26-015: Laying Out and Accepting a Private Way – Oldfield Road
Refer to Planning Board
Councilor Striggles made a motion to refer Order O-FY26-015 to the Planning Board, which was duly seconded by Councilor Perry.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

b) Order O-FY26-016: Laying Out and Accepting a Private Way – Timber Lane
Refer to Planning Board
Councilor Striggles made a motion to refer Order O-FY26-016 to the Planning Board, which was duly seconded by Councilor Perry.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

c) Order O-FY26-017: Laying Out and Accepting a Private Way – Erbeck Circle
Refer to Planning Board
Councilor Perry made a motion to refer Order O-FY26-017 to the Planning Board, which was duly seconded by Councilor Striggles.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

d) Order O-FY26-018: Acceptance of Donation – Howard Foundation
Refer to Budget & Finance and Finance Committee
Councilor Linde made a motion to refer Order O-FY26-018 to Budget & Finance and Finance Committee, which was duly seconded by Councilor Perry.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

e) Order O-FY26-019: Acceptance of Donation to Parks & Recreation Department - Ron Enos
Refer to Budget & Finance and Finance Committee
Councilor Perry made a motion to refer Order O-FY26-019 to Budget & Finance and Finance Committee, which was duly seconded by Councilor Linde.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

f) Order O-FY26-020: Acceptance of Gift - Bridgewater State University
Refer to Budget & Finance and Finance Committee
Councilor Hunt made a motion to refer Order O-FY26-020 to Budget & Finance and Finance Committee, which was duly seconded by Councilor Linde.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

CITIZEN COMMENTS

- Janet Hanson, Pleasant Street: disappointed that TIF went to advertising and spoke about the Nip development.
- James Walsh, 60 Crescent Street: affordable housing below 10% developers can bypass zoning.
- Carlton Hunt, Austin Street: spoke about benches at Stile and Hart. Project is stalled, issues around access near the river. CPC denied Town River Landing because of the license that has a clause in it.
- Al Lacerda, Laurel Street: the agreement is a 5 year right of use, it would be unreasonable to expect that we would use our non-profit money to fund. We are not putting up major structures, we are improving this property and bringing in events that the town has never seen before. I hope there is a way to help get us going.

COUNCIL COMMENTS

- Councilor Linde: noted there is a Nip cleanup taking place this weekend; thanked the citizens for coming out tonight.
- Councilor Hunt: thanked James Walsh for bringing up affordable housing;
- Councilor Murphy: no comments
- Councilor Perry: welcome to Fall. Wish all the fall sports teams good luck in their season this year; noted about the Middle School being renamed.
- Councilor Striggles: thanked everyone who came tonight; we did our best to be as thorough as possible, we do believe we are in a good spot, appreciate everything everyone had to say. Extend well wishes for all the kids starting school today.
- Councilor Ellenberg: thanked the residents for coming and thanked them for their comments.
- Councilor Kennedy: thanked the public for coming out; now have a hearing and both sides can discuss.
- Councilor McGrath: noted that this Saturday there will be a Farmer's Market at Town River Landing.
- Councilor Loreti: also noted that there is a Farmer's Market this Saturday and a car show on 9/21. Support those efforts and that group. Nip cleanup is this Saturday at 10am.

EXECUTIVE SESSION - None

ADJOURNMENT

Councilor Kennedy made a motion to adjourn, which was duly seconded by Councilor Linde.

A voice vote on the motion was taken with the results as follows: Kennedy – Yea; Ellenberg – Yea; Striggles – Yea; McGrath – Yea; Loreti – Yea; Perry – Abstained; Murphy – Yea; Hunt – Yea; Linde - Yea. Motion passed 9-0

Meeting adjourned at 9:55pm.

Johnny Loreti
Councilor-At-Large
President

Mary McGrath
Councilor-At-Large
Vice President

Mark Linde
District 2 Councilor

Adelene Ellenberg
Councilor-At-Large

Town of Bridgewater

OFFICE OF THE TOWN COUNCIL

Sonya Striggles
District 1 Councilor

Dr. Kevin Perry
Councilor-At-Large

Paul Murphy
Councilor-At-Large

Sean Kennedy
District 3 Councilor

Marilee Hunt
Councilor-At-Large

Proclamation of Recognition Honoring Emily Stone on the Occasion of her 103rd Birthday

Whereas, Emily Stone, a cherished and former longstanding member of the Bridgewater community, will joyfully celebrate her 103rd birthday on September 24, 2025; and

Whereas, reaching the age of 103 is an extraordinary milestone, reflecting a life enriched by decades of experiences, meaningful contributions, and the deep affection and respect of family, friends, and neighbors; and

Whereas, Ms. Stone's longevity and enduring spirit remain a source of inspiration and pride to all who know her;

Now, Therefore, Be It Resolved, that the Town Council of Bridgewater, on behalf of its residents, extends its warmest congratulations and heartfelt best wishes to Ms. Emily Stone on the occasion of her 103rd birthday, and proudly honors her as a beloved and remarkable member of our community;

In Witness Whereof, this proclamation is presented with great admiration and celebration on this day, in recognition of a life well lived and a legacy that continues to enrich the spirit of Bridgewater.

Johnny Loreti Councilor-At-Large President	Paul Murphy Councilor-At-Large	Mark Linde District 2 Councilor
Mary McGrath Councilor-At Large Vice President	Dr. Kevin Perry Councilor-At-Large	Adelene Ellenberg Councilor-At-Large
Sonya Striggles District 1 Councilor	Marilee Kenney-Hunt Councilor-At-Large	Sean Kennedy District 3 Councilor

Johnny Loreti
Councilor-At-Large
President

Mary McGrath
Councilor-At-Large
Vice President

Mark Linde
District 2 Councilor

Adelene Ellenberg
Councilor-At-Large

Town of Bridgewater

OFFICE OF THE TOWN COUNCIL

Sonya Striggles
District 1 Councilor

Dr. Kevin Perry
Councilor-At-Large

Paul Murphy
Councilor-At-Large

Sean Kennedy
District 3 Councilor

Marilee Hunt
Councilor-At-Large

City of Peace Proclamation

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

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

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

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

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

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

RESOLVED that the Bridgewater Town Council proclaim the Town of Bridgewater, Massachusetts USA a City of Peace in perpetuity, and be it further

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

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

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Town of Bridgewater to be affixed this 17th day of September, 2025.

Johnny Loreti Councilor-At-Large President	Paul Murphy Councilor-At-Large	Mark Linde District 2 Councilor
Mary McGrath Councilor-At Large Vice President	Dr. Kevin Perry Councilor-At-Large	Adelene Ellenberg Councilor-At-Large
Sonya Striggles District 1 Councilor	Marilee Kenney-Hunt Councilor-At-Large	Sean Kennedy District 3 Councilor

Monthly Project Memo

Project Updates: Month of September 2025

Construction Update

- **Site & Building Progress**
  - Drywall installation is substantially complete
  - The brick and cast stone veneer is substantially complete
  - Continued MEP work throughout the building
  - Interior and exterior painting continue
  - Continued ACT ceiling grid installation on all floors
  - Apparatus bay doors have been installed
  - Tiling work is substantially complete
  - Continued bathroom fixture installations
  - The outbuilding concrete slab has been placed
  - The north side apparatus bay concrete apron was placed
  - Tower stair C was installed
- **Utilities**
  - Permanent power has been energized in the building
  - The gas meter has been installed
  - The fiber optic line has been pulled into the building
- **Safety**
  - No incidents to report to date
  - Safety measures continue to take place on site
  - MOCC has daily safety meetings on site
- **Next Steps**
  - Continue drywall taping and painting
  - Continue interior finishes
  - Begin energizing electrical circuits inside the building
  - Install precast concrete curbing
  - Complete MEP rough in

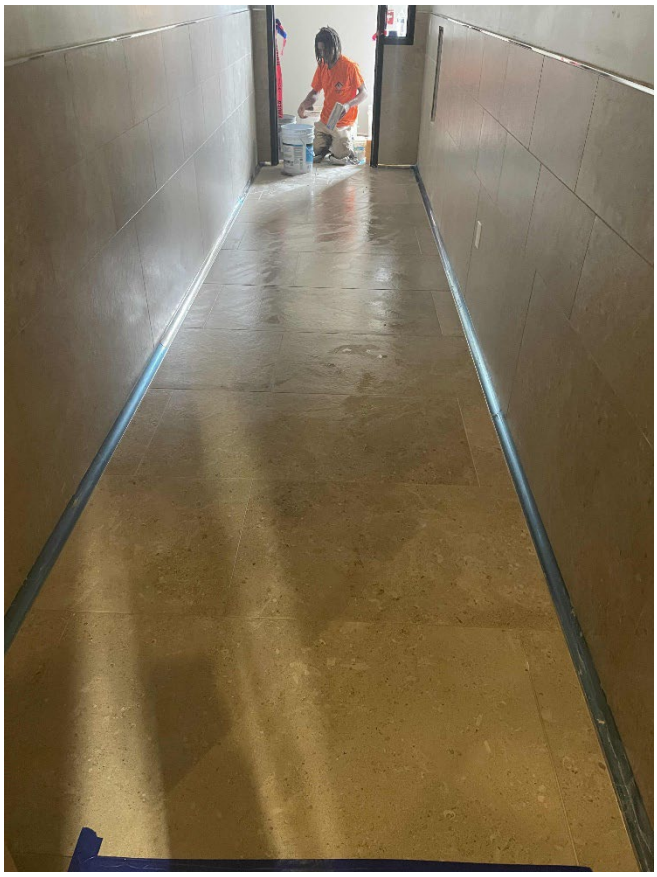
Risk Log

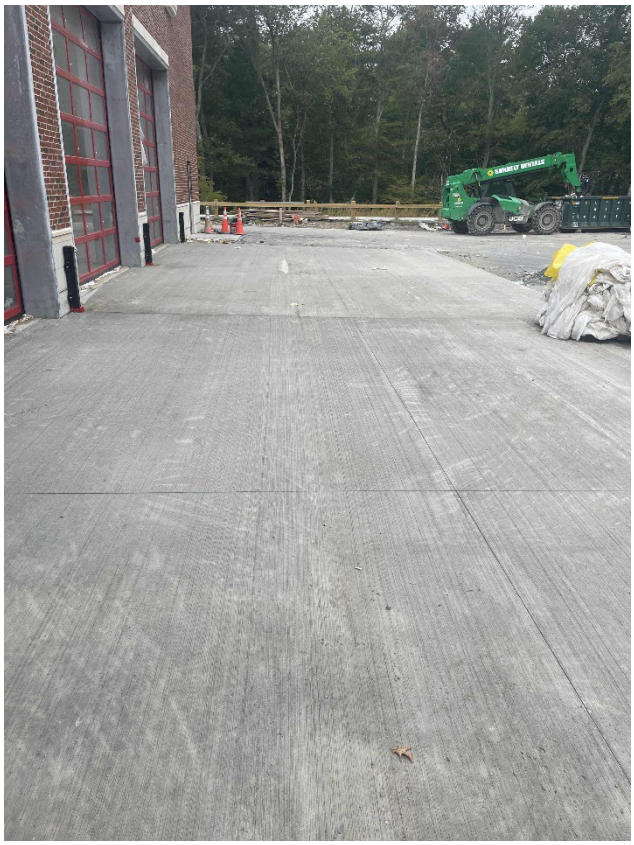
- Budget
  - Team continues to track budget / potential change orders
- Schedule
  - Monitoring weather conditions during summer months
  - Schedule is on track

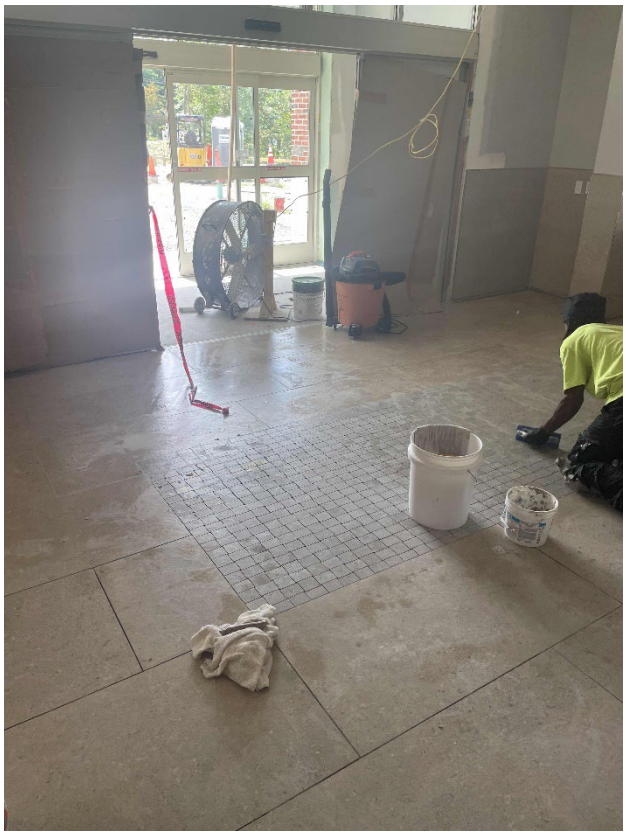
Project Meetings

- Weekly OAC meetings Wednesdays at 9:00 am
- Weekly Designer Coordination Meetings Mondays at 1:30pm

Progression Photographs

	
Apparatus Bay Doors	Grouting in Public Corridor 110

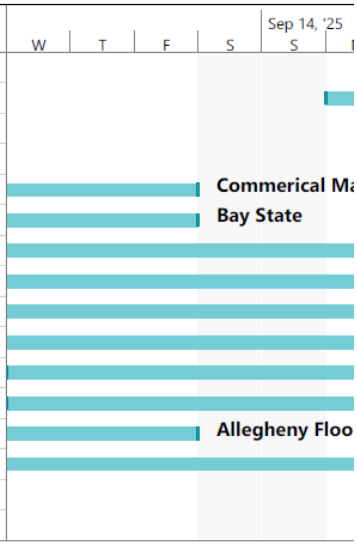
	
Apron on the north side of the apparatus bay.	Installing Mains Doors.

	
Grouting floor tile in Public Lobby 101.	Running VRF piping into the attic.

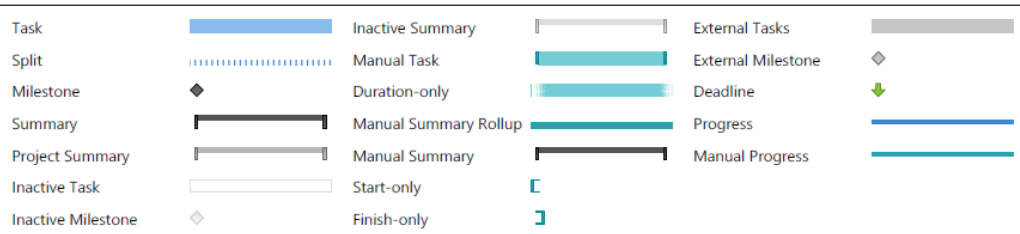
Bridgewater Fire Headquarters

Three (3) week look ahead

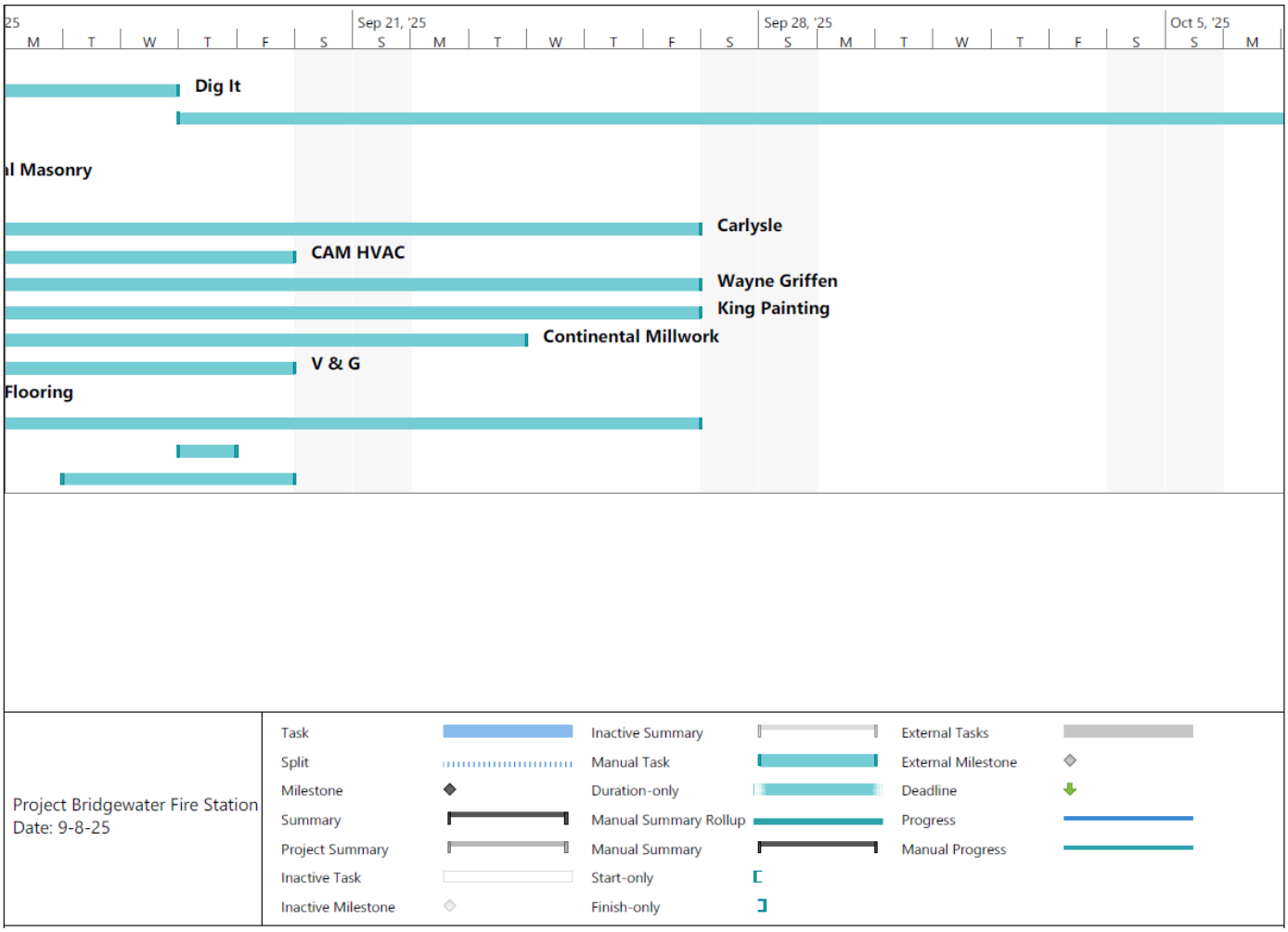
ID	Task Name	Duration	Start	Finish
1	***SITE ACTIVITIES***			
2	Backfill at Outbuilding SOG/ frost wall entries	3 days	Mon 9/15/25	Wed 9/17/25
3	Prep and install curb	15 days	Thu 9/18/25	Wed 10/8/25
4	***BUILDING ACTIVITIES***			
5	Veener walls Tower / cleaning	5 days	Mon 9/8/25	Fri 9/12/25
6	Taping appartus ceiling	5 days	Mon 9/8/25	Fri 9/12/25
7	Sprinkler roughin Apparatus Bay/ installing flex heads	15 days	Mon 9/8/25	Fri 9/26/25
8	HVAC rough in 1st & 2nd floor and Apparatus Bays	10 days	Mon 9/8/25	Fri 9/19/25
9	Electrical rough in Apppartus / offices	15 days	Mon 9/8/25	Fri 9/26/25
10	Interior & exterior painting	15 days	Mon 9/8/25	Fri 9/26/25
11	Millwork window sills/ cabinets	10 days	Wed 9/10/25	Tue 9/23/25
12	Stair tower balcony grating/ rails	8 days	Wed 9/10/25	Fri 9/19/25
13	Tiling Ist floor corridor	5 days	Mon 9/8/25	Fri 9/12/25
14	Plumbing finishes	15 days	Mon 9/8/25	Fri 9/26/25
15	Appliance delivery	1 day	Thu 9/18/25	Thu 9/18/25
16	Locker delivery/ install	4 days	Tue 9/16/25	Fri 9/19/25



Project Bridgewater Fire Station
Date: 9-8-25



Bridgewater Fire Headquarters



Project Budget as of 8/31/25

BRIDGEWATER FIRE HEADQUARTERS 1185 Pleasant St

Total Project Budget	**$25,962,615**	
Expenditures Paid to Date 08.31.25	**$19,528,320**	**75.22%**

USES OF CURRENT FUNDING Snapshot of Activities Spent to date

TYPE PAYMENT	VENDOR	AMOUNT
1-ENGINEERING/OPM	CHA CONSULTING	711,138.00
	JACUNSKI	1,091,326.90
	JACUNSKI-STRONGPOINT	19,668.88
	BER	4,200.00
2-SURVEY/PERMITS/TESTS		121,151.19
3-ADMIN COSTS		123,994.05
4a-CONSTRUCTION	MOCC	17,435,020.45
4-MISC CONSTRUCTION		15,414.83
5-POLICE DETAILS		6,405.98
Grand Total		**19,528,320.28**

Town of Bridgewater Municipal Aggregation <u>Approval Timeline – "Where We've Been"</u>

- Town Council Authorization ***(June 6, 2023)***
  - Approved Order O-FY23-052 by which the Town declared its intent to become an aggregator of electricity
- Consultant Agreement ***(October 10, 2023)***
  - Signed a consultant agreement with CPG
- Public Review & Comment Period ***(December 13, 2023 – January 17, 2024)***
  - Posted the Aggregation Plan for public review and comment
- Aggregation Plan Approved ***(February 20, 2024)***
  - Town Council voted to approve the Aggregation Plan
- DOER Consultation ***(March 19, 2024)***
  - Conducted a meeting with the Town, CPG, and the DOER to review the processes, consequences, and outcomes of municipal aggregation
- DPU Submission & Order
  - Filed the Town's Petition with the DPU seeking approval of its Aggregation Plan ***(May 21, 2024)***
  - Conducted required public hearing ***(August 5, 2024)***
  - Town re-filed Aggregation Plan consistent with new finalized municipal aggregation guidelines ***(August 23, 2024)***
  - DPU approved the Aggregation Plan, which allows the Town to go out in the competitive marketplace and solicit pricing for its residents ***(December 4, 2024)***

<u>NOTE:</u> Basic Service rates change twice a year or more, depending on rate class. As a result, the aggregation rate may not always be lower than the Basic Service rate. The goal of the aggregation is to deliver savings over the life of the Program against National Grid Basic Service. However, future savings cannot be guaranteed.

Town of Bridgewater Municipal Aggregation
Procurement & Outreach – "Where We're Going"

- Supply Bidding
  - RFP developed and distributed by CPG ***(December 2024)***
  - CPG provides Town with indicative/executable pricing for program launch ***(November 2025 meter read start?)***
  - Bids received and reviewed with Town ***(ongoing)***
  - Town chooses supplier, or rejects bids ***(by 2:30 PM on bid day)***
- Public Information/Customer Notification
  - Statutory customer notification letters sent by supplier to all Basic Service accounts ***(30 day opt-out period)***
  - Informational postcard mailed to accounts on third-party supply
  - CPG provided press release issued upon Town approval
  - Informational meetings
  - Local cable programs, if any
  - Social media content, if applicable, provided by CPG
- Implementation
  - CPG manages opt-out process and all public requests for information and questions
- Ongoing Service
  - CPG manages future opt-outs and opt-ins
  - CPG files required reports
  - CPG manages ongoing requests for information
  - CPG conducts regular meetings with Town as required/ requested

NOTE: Basic Service rates change twice a year or more, depending on rate class. As a result, the aggregation rate may not always be lower than the Basic Service rate. The goal of the aggregation is to deliver savings over the life of the Program against National Grid Basic Service. However, future savings cannot be guaranteed.

TOWN OF BRIDGEWATER
ALL-REQUIREMENTS RETAIL POWER SUPPLY PRICING MATRIX
COMBINED RATE COMPARISON

			PRICING				BASIC SERVICE (PROJECTED)	
START TERM	END TERM	TERM LENGTH	SUPPLIER #1	SUPPLIER #2	SUPPLIER #3	SUPPLIER #4	8/1/25-1/31/26 NGRID/SEMA	2/1/26-7/31/26 NGRID/SEMA
Meets MA Requirement [63% for 2025; steps up each year]							0.15484	0.15200
12/1/2025	10/31/2026	11	No Bid	0.14340	0.13917	0.14015		
12/1/2025	10/31/2027	23	No Bid	0.14470	0.13904	0.14099		
12/1/2025	10/31/2028	35	No Bid	0.14730	0.13917	0.14072		
MA Requirement + 37% National Wind RECs [63% + 37% Voluntary RECs = 100% for 2025]								
12/1/2025	10/31/2026	11	No Bid	0.14430	0.14005	0.14126		
12/1/2025	10/31/2027	23	No Bid	0.14570	0.13997	0.14210		
12/1/2025	10/31/2028	35	No Bid	0.14830	0.14015	0.14183		
MA Requirement + 10% MA Class I RECs [27% + 10% Voluntary RECs = 37% for 2025]								
12/1/2025	10/31/2026	11	No Bid	0.14700	0.14277	0.14405		
12/1/2025	10/31/2027	23	No Bid	0.14820	0.14263	0.14489		
12/1/2025	10/31/2028	35	No Bid	0.15080	0.14275	0.14462		

EDWARD J. COLLINS, JR. CENTER FOR PUBLIC MANAGEMENT
JOHN W. McCORMACK GRADUATE SCHOOL OF POLICY AND GLOBAL STUDIES
UNIVERSITY OF MASSACHUSETTS BOSTON

100 Morrissey Boulevard
Boston, MA 02125-3393
P: 617.287.4824
F: 617.287.5566
mccormack.umb.edu/centers/cpm
collins.center@umb.edu

Justin Casanova-Davis
Town Manager
Town of Bridgewater
66 Central Square
Bridgewater, MA 02324

September 3, 2025

Dear Justin:

The Edward J. Collins, Jr. Center for Public Management is pleased to present this proposal to the Town of Bridgewater for a staffing study.

The Center was established in 2008 in the McCormack Graduate School of Policy and Global Studies to further the public service mission of the University of Massachusetts Boston. The Center provides technical assistance to municipalities, school districts, regional governments, and state agencies on all aspects of public management.

The Center is a Massachusetts state government entity. Consequently, the laws of the Commonwealth do not require the Town and the University to engage in a statutory procurement process before executing a contract.

Please review the proposal that follows and let us know if you have any questions. Thank you for your consideration.

Sincerely,

Michael Ward
Director
Edward J. Collins, Jr. Center for Public Management
UMass Boston

PROPOSAL FOR STAFFING STUDY TO THE TOWN OF BRIDGEWATER

1. Overview

The Town of Bridgewater seeks an objective review of its staffing levels in all Town departments. Town leadership recognizes that there are increased demands for services, dynamic service requests, and ongoing and future projects that may impact staffing levels and expectations. To that end, they seek to understand where departments may be over or understaffed, whether there are structural, procedural, technological or other improvements that could reduce the burden on existing staff, and to make recommendations for strategic growth of staffing levels, resources and services based upon changing expectations of residents and other stakeholders. The study will provide support and recommendations to leadership on how best to allocate human resources to meet the Town's current needs and plan for future needs. This review will not include the regional school department.

2. Project Deliverables

The deliverables will be as follows:

1. *Report detailing methodologies, findings and recommendations as it relates to staffing levels for town departments.*

3. Workplan

In order to complete the noted deliverables, the project team will follow the workplan outlined below:

Step 1: Kick-off meeting to discuss the project, timelines, and request information.
The Collins Center project team will meet with Town officials to discuss the project scope, goals, timelines, and to review the team's initial data request which will include but may not be limited to:

- Town organizational chart
- Department organizational chart
- Budget document
- FTE (full-time equivalent) schedules (FY2024-FY2026) by department
- Job descriptions for all positions
- Copies of current collective bargaining agreements
- Existing service level data such as department and functional area indicators. The project team may request additional data if not readily available from existing documentation.

Subsequent data requests will likely be made as the project progresses.

Step 2: Interview Department Heads
The project team will interview department heads,

- Town Manager
- Director of I.T.

- DPW Director
- Human Resources Director
- Town Clerk
- Community Economic Development Director
- Finance Director/Town Accountant
- Health Agent
- Elder Affairs Director
- Recreation Director
- Library Director
- Veteran's Agent
- Police Chief
- Fire Chief

Step 3: Draft Report
The project team will synthesize all information and data gathered, both qualitative and quantitative, and develop a draft report that includes:

- Scope and purpose of the study;
- Current and historical organizational structure and staffing levels of the Town;
- Organizational, operational, economic or financial challenges, changes, or opportunities that may affect future staffing levels
- Narrative discussion of each department's staffing challenges and opportunities;
- Recommendations for each department (may not include all in each department recommendation):
    - Increased or reduced staffing levels;
    - Structural modifications
    - Process changes to reduce staff burden;
    - Technological changes/upgrades to reduce staff burden;
    - Other relevant recommendations

The draft report will be reviewed with the Town Manager's Office and any feedback will be discussed and incorporated as appropriate.

Step 4: Transmit final report
After review, the Collins Center project team will finalize the reports and transmit them to the Town Manager's Office.

4. Responsibilities

Responsibilities of the Center
The Center project team will act at all times in an attentive, ethical, and responsible manner. The Center will assign a project manager, who will serve as the primary point of contact for the duration of the project. The project manager shall be available to the Town of Bridgewater to discuss any issues or challenges.

Throughout the course of the project, the project manager shall facilitate completion of work according to the agreed-upon timeline and communicate with the client project liaison to discuss and resolve any issues with the timeline and to consider proposed modifications to the timeline.

Please note that the Collins Center does not provide legal services or accounting services.

Responsibilities of The Town of Bridgewater:
The Town of Bridgewater will identify a project liaison to the Center for the duration of the work. The project liaison will have responsibility for communicating the nature and value of the project to employees and managers and for managing logistics throughout the project (e.g., scheduling meetings, identifying meeting space, etc.).

The Town of Bridgewater shall agree to provide necessary access to its employees, records, and agreed-upon data, and to respond to requests for information, comment, and scheduling in a timely manner.

The Town of Bridgewater will stand behind the accuracy and completeness of data provided to the Center for work on the project. In the event that there are questions or concerns about data accuracy or completeness, these will be made known to the project team when the data are provided.

The project timeline will be determined in conjunction with The Town of Bridgewater prior to finalizing the agreement. To facilitate completion of work according to the timeline, The Town of Bridgewater will provide timely response to requests. This shall include but not be limited to: provision of documents and data, access to employees, officials and/or facilities, feedback on Center work products, etc. The project team will work to schedule the initial project meeting upon receipt of any preliminary documents and data requested.

The project liaison will work with the Center project manager to discuss and resolve any issues with the timeline and to consider any proposed modifications to the timeline.

For all steps in the workplan, delays in the schedule not caused by the Center, requests for expansion of scope, or other significant unforeseen developments may lead to a renegotiation of scope, timeline, cost, or all three.

5. Timeline

Below is the preliminary proposed project timeline.

Event	Sept 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026
Step 1: Kickoff and Data Collection	X	X	X			
Step 2: Interviews		X	X	X		
Step 3: Draft Report					X	X
Step 4: Final Report						X

6. Fee for Services

The Collins Center will provide the scope of services presented in this proposal for an all-inclusive fee of $30,000. The Center will invoice the Town according to the following milestone/deliverables:

Deliverable/Milestone	Amount
Completion of staff interviews	$15,000
Delivery of final report	$15,000

7. Project Team

Projects are staffed based on availability. The tentative project team for the Bridgewater Staffing Study is:

Becca Brienza Meekins, Public Services Manager

Becca is a tenured local government professional with experience in all facets of local government management. Prior to joining the Center in 2023, she served as the Assistant Town Administrator/Human Resources Director for the Town of Northborough, MA, where she developed and implemented an updated classification and compensation plan, reorganized numerous departments, engaged in collective bargaining and labor relations, and led community efforts on diversity, equity, and inclusion. Prior to her service in Northborough, she served as the Assistant Town Administrator for the Town of Grafton, MA where she developed a GFOA award winning budget document and capital plan and implemented the Financial Trend Monitoring System (FTMS) developed by the International City/County Management Association (ICMA) as a method for monitoring the financial condition of local governments. In addition, she co-chaired the Massachusetts Municipal Manager's Association Committee on Diversity Equity and Inclusion, served on the Massachusetts Municipal Association's Committee on Diversity, Equity, and Inclusion, the Massachusetts Municipal Human Resources Association, and the Massachusetts Women Leading Government Committee. Becca is a Massachusetts Certified Public Purchasing Officer and holds an MA in Public Administration from Clark University.

Philip Lemnios, Associate

Philip Lemnios joined the Collins Center in 2024 as an Associate. Philip served as a Massachusetts local government manager for over 33 years. Throughout Philip's career he has offered innovative solutions to many issues that communities address. Working in complex regulatory, operational, labor, and political environments required strategic planning and in-depth knowledge regarding best practices. Philip has worked in leadership positions in the City of Attleboro as the Assistant to two Mayor's, the Town Administrator of Natick, and the Town Manager of Hull. He has developed a broad range of skills required to successfully manage in the local government environment. Skills sets include strategic and financial planning, human resource management, capital planning, project management and community engagement. Philip holds a Master Degree of Public Administration from the University of Southern California, a Certificate of Special Studies in Administration and Management from Harvard University Extension School and a Bachelor of Arts –Communications from the University of Massachusetts. He served as a Peace Corps volunteer in Zaire (Congo), Africa. Philip's Peace Corps experience helped to define his passion for government service as a means to improve the quality of life citizens.

Jennifer Romboldi, Associate
Jen joined the Center in 2019 with decades of experience in sales, management, and business. This past year Jen stepped up to her current role as Classification and Compensation Manager, where she manages the Classification and Compensation Division of the Center's HR Practice, ensuring seamless execution and effective oversight. Jen brings a wealth of expertise in leadership, strategy, and organizational efficiency. Her strong background in business operations, project coordination and management enables her to drive success and maintain a dynamic, well-structured environment in the Classification and Compensation Division. Jen leads a dynamic team that specializes in full cycle analysis of compensation review and classification of employment structures.

Mary Aicardi , Senior Associate
Mary Aicardi brings nearly thirty years of experience in public sector human resources administration and labor relations to the Collins Center. She served for more than eight years as the personnel director for the town of Watertown, where she negotiated numerous collective bargaining agreements on behalf of the Town. Additionally, Mary has worked as the assistant personnel director for the Town of Barnstable and as a recruiter for a nonprofit agency. She has served as an Interim Human Resource Director for the Town of Braintree and Lasell College. She is a management member of the Commonwealth's Joint Labor Management Committee, serves on the Board of the Massachusetts Municipal Personnel Association as a past chair, and is certified by the Massachusetts Commission Against Discrimination as a trainer of discrimination and sexual harassment prevention. Aicardi has conducted training programs on a wide range of human resources topics, including performance appraisal, progressive discipline, and sexual harassment prevention, and has consulted with many cities and towns as a hearing officer in discipline cases and as an advisor in organizational restructuring. She has also reviewed and modernized classification and compensation plans for more than 50 municipalities. Mary is also an elected Town Meeting Member in her home town of Shrewsbury.

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	8/12/2025
First Reading:	8/12/2025
Second Reading:	9/16/2025
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY26-014: Transfer Order - CPC First Parish Unitarian Church Window Project

ORDERED, in accordance with section 6-4 of the Bridgewater Home Rule Charter, vote to appropriate $38,000 from Historic Preservation Reserve (Account Number 32400) for the restoration of the First Church windows.

Explanation:
See CPC Recommendation

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• Meeting 9/16/25
• Finance Committee	• 9/8/25: Voted 5-1 to recommend

Attachments:
1. Recommendation - First Parish Windows (003)
2. CPA Application - First Parish Unitarian Church Window Project (003)

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Town of Bridgewater, MA

Community Preservation Committee

66 Central Square

Bridgewater, MA 02324

August 5, 2025

Mr. Justin Casanova-Davis, Town Manager
Town of Bridgewater
66 Central Square
Bridgewater, MA 02324

Re: Recommendation to Town Council – First Parish Church Windows

Dear Mr. Casanova-Davis:

In response to an application submitted by the First Parish Universal Unitarian Church, dated July 16, 2025, for the restoration of windows at the church, the following motion was made by Carlton Hunt and duly seconded by Maureen Minasian at the CPC's July 23rd meeting. The motion passed unanimously.

> *That the CPC recommend funding $38,000 for the restoration of the First Church windows using the Historic Reserve account 324200.*

Note that the CPC members discussed the application at length and analyzed the project to ensure it passed the 3-part test put forth by the Supreme Judicial Council (SJC). Information on the 3-part test is attached. The discussion can be viewed on the meeting recording (https://www.youtube.com/watch?app=desktop&v=pX_c6rtLlHo) at minutes 20-38. In addition, the church has received CPA funding in the past and an historic deed restriction is held by the Historic District Commission (HDC). The HDC has issued a Certificate of Appropriateness for this project (see attached).

Please see that this information is placed on the Town Council agenda for their next meeting and that the attached application and related documents are forwarded to the Council as backup to the Order.

I would appreciate it if you would let me know when the Council acts on the Order so we can prepare the grant agreement.

Sincerely,

Gina Guasconi

Gina Guasconi, Chair
Community Preservation Committee

att: SJC 3-Part Test
Application
HDC Certificate of Appropriateness

cc: Josh McGraw
Johhny Loreti
Laurie Guerrini
Debra Ward
Carlton Hunt

Project Application
Community Preservation Committee
Bridgewater, MA

Cover Sheet

An electronic copy of this application and all supporting materials should be submitted to the CPC Chair at *cpc@bridgewaterma.org* and the CPC's administrative assistant (McGraw, Joshua <JMCGRAW@bridgewaterma.org>). Applications should be submitted **no later than 4:00PM at least two weeks prior to the CPC's meeting (the CPC meets on the fourth Wednesday of each month)**.

Complete applications received by this date will be reviewed at the next CPC meeting and considered for recommendation to the Town Council. Applications received after this will be reviewed at the following month's meeting, unless you receive an exception from the CPC chair for cases related to real estate purchase opportunities.[1] Projects may have timelines extending to a maximum of five years.

Projects will be favored by the CPC where:

- The project addresses at least one goal of the current CPC 5-yr. plan *https://www.bridgewaterma.org/DocumentCenter/View/2928/Community-Preservation-Committee-Plan?bidId=*
- the applicant has site control of the proposed project parcel or involvement of the site owner.
- there is demonstrated community support for the project from elected officials, abutters, user groups, civic associations, and community organizations.
- applicants can demonstrate their capacity to implement their project and have a plan for ongoing maintenance and stewardship. projects occur on public space or private space with public access.

- Applicant Signature: Lorrie Kelly Date Submitted: 7/16/2025

[1] For cases related to real estate purchase opportunities, the CPC may consider emergency requests for funding outside of their regular meeting schedule. If you think you might be eligible for emergency consideration, please contact the CPC Chair. The CPC Chair has the authority to accept exceptions or extensions. They will consider such requests on a case-by-case basis and is under no obligation to grant any requested extensions or exceptions.

Project Application
Community Preservation Committee
Bridgewater, MA

GENERAL INFORMATION

Project Name: First Parish Windows

Project Location (address and neighborhood): 50 School St., Bridgewater, MA 02324

Legal Property Owner of Record: First Parish Church of Bridgewater, Unitarian Universalist

CPA Program Area *(check all that apply):*

☐ Open Space ☑ Historic Preservation ☐ Community Housing ☐ Recreation

PROJECT DESCRIPTION

Short Project Description: Removal, restoration, and reinstallation of sanctuary windows

Estimated Start Date: 8/5/2025 **Estimated Completion Date:** 12/1/25

Amount Requested: $ 38,000 **Total Project Cost: $** 79,900

PROJECT CONTACT

Contact Person: Kathleen Keenan

Telephone: 508-823-5345 **Email:** kkeenan909@gmail.com

Project Sponsor/Organization *(check one below)*:

☐ Town Committee or Department ☑ Public Charity/Non-Profit ☐ Private

Have you or this organization applied for or received CPA funding before? ☑ Yes ☐ No

If yes, what project and when? 2007 & 2014, see narrative

ASSURANCE

I Desiree Krebs hereby certify under the penalties of perjury the
(Print the name of the fiduciary agent)
following application information is true and correct to the best of my knowledge and I am legally able to enter into a contract on behalf of First Parish Church with the Town of Bridgewater for Community Preservation Funds.

Signature Desiree Krebs **Date** 7/16/2025

Title Parish President

Project Application
Community Preservation Committee
Bridgewater, MA

Project Narrative:First Parish Sanctuary Windows

1. **Project Description, Tasks, and Anticipated Outcome**:

   At present the windows in the sanctuary of the First Parish meetinghouse, while in good condition overall, require full glazing, wood epoxy and paint restoration to ensure their longevity. Blackburn Building Conservation will be the contractor for the project. The company has extensive experience in conserving and restoring historic buildings in New England, including a number of windows projects, and we have worked with them on two previous restoration projects. We have confidence in their capacity to do this work following the requirements of the historic preservation restrictions placed on the building in 2011. The completed work will not change the exterior appearance of the building.

   The restoration plan requires that the windows be removed from the sanctuary and transported to the contractor's facility for the work to be completed according to generally accepted preservation guidelines, including the Secretary of the Interior's Standards for the Treatment of Historic Properties. Blackburn's approach is based on their extensive knowledge and research. After restoration the windows will be reinstalled with weather stripping on the inside to improve the building's energy efficiency.

   Work will be completed in two phases, with half of the windows restored in each phase. The four windows on the School Street side (south) of the building will be restored in phase one. After they are reinstalled, work will begin on the remaining north side windows as soon as funding becomes available. If we are awarded grant funds from the CPC, work can proceed without interruption and be completed by December 2025.

2. **CPC Goals and Priorities:**

   This project addresses the first priority of the CPC goal of historic preservation: to preserve and rehabilitate historic properties to improve accessibility, use, and awareness of the town's historic resource, including privately-held buildings for public benefit.

First Parish Church has been located on School Street, just off of Bridgewater Common, since 1716, when English settlers founded a new precinct, known as the South Parish of Bridgewater. One of the settlers donated two acres of land for construction of a meetinghouse and burial ground, and in 1717 the first building was dedicated. The current meeting house (the third) was built in 1845 and has been a presence in the town center since then. The historic importance of the building was recognized in 2011 when it was made part of the Bridgewater Historic District; in 2012 the congregation accepted a preservation restriction on the exterior of the building.

First Parish has received two prior grants from the CPC for work on the sanctuary building. In 2007 the CPC awarded the congregation a $27,000 grant to restore and paint the south-facing facade, where the main entrance to the sanctuary is located. A second grant was received in 2014, $42,730 to repair the siding and chimney.

Over the years the congregation has invested its own funds in a number of projects designed to improve accessibility to the building, including construction of a wheelchair ramp on the side entrance to the parish hall extension, an elevator providing accessibility to the sanctuary and both levels of the parish hall, and widening some sanctuary pews to accommodate wheelchairs.

3. Community Needs

Service to the Bridgewater community is an important priority for the First Parish congregation. Individual members support a range of community organizations and events, particularly those focused on issues of social justice. The meetinghouse is made available for meetings and events such as concerts and plays, with modest rental fees to both individuals and community organizations. The church participates in community events such as the Fourth of July and Juneteenth celebrations.

4. Community Support: Letters of Support

Name	Date Submitted
Lorraine Carrozza, Bridgewater Elder Affairs	5/31/2025
Gloria Moran, Bridgewater United Methodist Church	5/31/2025
Evelyn DeLutis, One Book, One Community	6/1/2025
Dennis Gallagher, State Representative	7/10/2025

5. Project Implementation and Timeline

Phase 1 of the windows restoration project is scheduled to begin August 5th, after we have received a certificate of appropriateness from the Bridgewater Historic Commission. The four windows on the School Street side of the building will be restored in this phase, which is expected to take four weeks to complete. If the CPC awards the funds we need to undertake Phase 2 (four windows on the north side of the building), that work will begin soon after the first phase is complete, and be finished by December 1st. Fifty percent of the estimated cost will be paid at the start of work, with 25% due when half of the work is done, and the final 25% paid when all work is complete.

6. Organizational experience and capacity

Kathy Keenan will serve as Project Manager for the windows restoration.

Kathy has been a member of the congregation for over 30 years, and in that time has served in many roles, including parish president, chair of ministerial search committees, and chair of the trustees of the First Parish endowment. She retired in 2017 from a thirty-three year career as a college administrator, which included positions at community colleges in Pennsylvania and Massachusetts, and ended with twenty-two years at Massachusetts College of Art and Design. She has managed a wide range of projects in her career. At Massasoit Community College, she coordinated a four-year, $1.8 million federal grant involving four complex activities. The project required management of dozens of participants, activity budgets, implementation plans, and annual reports to the US DOE on goal attainment and project expenditures. At MassArt she served as director of institutional research and then associate vice-president for research and planning, with responsibility for state and federal enrollment reporting and writing the college's annual performance reports to the MA Board of Higher Education and the state legislature. She also served four years as the interim dean of admissions, supervising staff and managing budgets.

Kat Gillespie will be responsible for financial oversight of this project.

Kat brings over 30 years of experience in the newspaper industry, with a strong focus on operational and financial management. Throughout her career, she has managed customer service teams, developed and overseen budgets for single copy operations for more than a decade, and currently works closely with the finance department to allocate payments and manage national contracted accounts.

From 2017 to 2022, she served as treasurer for First Parish Bridgewater, during which time she consistently produced responsible, balanced budgets—even through the financial challenges posed by the COVID-19 pandemic. First Parish bylaws prevented

her from continuing in this role for the following two years; however, she was re-elected as treasurer in 2025, a role she will continue to serve with diligence and accountability.

For the upcoming window restoration project, designated funds will be held in a separate account to ensure transparency and proper tracking. Disbursements will be made only as payments become due, with estimates and invoices maintained on file for recordkeeping. All account activity will be reported to the Parish Committee on a monthly basis until the project's completion, ensuring continued oversight and fiscal accountability.

Blackburn Building Conservation will be the contractor for this project.

Blackburn has extensive experience in conserving and restoring historic buildings in New England, and we have worked with them on previous restoration projects. Walter Eayrs, one of the partners in the firm, will supervise this project. We have confidence in their capacity to complete this work following all requirements of the historic preservation restrictions placed on the building in 2012, and consistent with the Secretary of the Interior's Standards for the Treatment of Historic Properties. The Blackburn website includes the following statement:

*O*ur wo*rk* is e*x*ecuted in accordance with generally accepted preservation guidelines, such as those identified in The Code of Ethics and The Guidelines for Practice of the American Institute for Conservation of Historic *&* Artistic Works, as well as the Secretary of the Interior*'*s Standards for the Treatment of Historic Properties. *O*ur approach is based on e*x*tensive knowledge and research.

More information about Blackburn Building Conservation is available on their website: www.Blackburnconservation.com

7. Maintenance

The condition of the windows will be inspected annually and after weather events that may have caused damage. Any damages will be appropriately addressed with funds from the church's maintenance budget.

8. Project Budget Narrative and Forms

Stewardship of our historic building is an important priority for the congregation of First Parish Bridgewater. We recognize the importance of preserving the building in good condition for the use of future congregations and for historic value to the town of Bridgewater. We perform routine maintenance and repairs of the facility to preserve it in good condition, and ensure that any major work on the building meets the requirements of our historic preservation restriction.

As a small congregation (about 90 members), maintaining an almost 200 year old building presents significant financial challenges. While we have been aware of the need for work on the windows for a few years, our financial resources are not sufficient to cover the full cost of this project. The church operates on a very tight budget. Two thirds of our operating income comes from annual pledges made by members during an annual canvass. Although we receive income from a modest endowment, these funds are restricted to 'the support of a minister,' and do not cover the full cost of the minister's salary and benefits. Building and parking lot rentals, along with a variety of fundraising activities comprise our remaining income.

While we allocate funds to a building account in our annual operating budget, they are intended to pay for ordinary expenses of building maintenance; we maintain a balance in this account to deal with emergency needs that may arise. The estimated $80,000 that is needed to appropriately restore the windows far exceeds the funds we have available or can raise from the congregation. A designated bequest that we received from the estate of a congregant in 2023 will now allow us to begin work on phase one of this project, during which half of the sanctuary windows will be restored. A grant from the CPC would enable us to complete the full project in 2025, ensure the future structural integrity of the windows, improve energy efficiency of the building, and protect the sanctuary interior from potential weather damages.

BUDGET OVERVIEW

Total Project Cost	CPA Amount Requested	Other Funding Sources	CPA Funds: % of Total
$79,900	**$38,000**	**$41,900**	**48%**

INCOME - OTHER SOURCES OF PROJECT FUNDING

Source	Amount	Status
First Parish Church	**$41,900**	**Received**
Note: This amount includes a $35.000 bequest, plus CD interest, and a contribution from the church's building maintenance account.		

SUMMARY OF PROJECT EXPENSES

	CPA Funds	Other Funding	Total
Construction	**$38,000**	**$41,900**	**$79,900**
All expenses are included in our agreement with the contractor. Detailed estimate attached.			

DETAILED PROJECT EXPENSES

Personnel: No personnel will be hired by the church; project managers are congregational officers or volunteers. All other personnel are employees of the contractor
Equipment: No equipment will be purchased.
Supplies: No supplies will be purchased.
Design and Contracts: Not Applicable.

Building and Construction

	CPA Funds	Other Funding	Total
Restoration of Sanctuary Windows	**$ 38,000**	**$ 41,900**	**$ 79,900**
TOTAL	**$ 38,000**	**$ 41,900**	**$79,900**

All expenses are included in the contract with Blackburn Building Conservation.
For details see the attached estimate.

9. Attachments

Letters of Support (*Note: The required letter of support from the Historic District Commission is pending. They will review our project at their meeting on July 22 and provide a letter when the CPC meets.)*

Photographs of the building

Parcel map of location

Contractor's Estimate

Historic District Statement of Support *(pending)*
Historic District Certificate of Appropriateness *(pending)*

Bridgewater Historical Commission

64 Central Square
Bridgewater, MA 02324

July 23, 2025

Dr. Carlton Hunt, Clerk
Community Preservation Committee
64 Central Square
Bridgewater, MA 02324

Re; Historical Preservation
50 School Street

Dear Sir;

The Unitarian Church located at 50 School is located on the site of the original South Parish Meeting House in colonial Bridgewater. The building played a very significant role in the settlement of the town and the organization of early town government. The Bridgewater Historical Commission supports the funding of repairs to the original windows as opposed to wholesale replacement of the sash.

The building has been preserved in a historical manner in keeping with its importance, and we feel the funding of this project will continue in the preservation for the enjoyment of the public.

Sincerely

David R. Moore
Chair
Bridgewater Historical Commission

TOWN OF BRIDGEWATER

Historic District Commission

64 Central Square
Bridgewater, MA 02324
Phone 508-697-0928

Dr. Carlton Hunt
Community Preservation Committee
Town of Bridgewater

7-22-2025

Dear Dr. Hunt;

Attached please find an approved, signed application for a "Certificate of Appropriateness," for the First Parish Unitarian Church, which was approved by the Historic District Commission in our meeting on Tuesday, July 22, 2025.

The application concerns the restoration of the large original sanctuary windows in the First Parish Church which will be restored fully. The HDC enthusiastically endorses this important restoration project for one of the town's most beautiful architectural buildings.

Sincerely,

William S. Smith

William S. Smith,
Chair, HDC

C: Ms. Gina Gausconi
Mr. Joshua McGraw

Town of Bridgewater
Historic District Commission
CERTIFICATE OF APPROPRIATENESS

RECEIVED
TOWN CLERKS OFFICE
BRIDGEWATER, MA
2025 JUN 12 P 3 26

Application is hereby made for the issuance of a Certificate of Appropriateness under 40C of Ch. 373 General Laws of Massachusetts 1960 for proposed work as described below and on plans, drawings or photographs accompanying this application.

Applicant: First Parish Church Date: 6/9/2026
Phone: 508-697-2525 Email Address firstparishbridgewater@gmail.com
Signature Desiree Krebs parish president

Historic Location: 50 School St., Bridgewater, MA Assessors Map # 034
Owner of property: First Congregational Society of Bridgewater Assessors Lot # 183
Mailing Address: 50 School St., Bridgewater, Ma 02324 Phone: 508-697-2525

Names and Addresses of Direct Abutters including across streets, use back of page if necessary.

Bridgewater State University (both sides and across the street
CVS (west side rear)

Agent or Contractor Walter Eayrs, Blackburn Building Conservation Web Site: Blackburnconservation.com
Address: 48 Plymouth St., Middleboro, MA 02346
Phone 508-962-7188 Email Address: walter@blackburnconservation.com
Signature: Walter Eayrs

Proposed work:
1. Exterior building construction: New building ____ Addition ___ Alteration ___
2. Type of Building: House ___ Garage ___ Commercial ___ Other ___
3. Exterior Painting: Color/Colors dark green, window frames & stiles (existing color)
4. Signs or Billboards: New Sign _____ Existing sign _____ Repaint existing _____
5. Structure: Fence: _____ Wall _____ Flagpole _____ Other windows repair/restoration

SUBMIT SAMPLES OF PROPOSED MATERIALS AND LOCATIONS OF CURRENT AND PROPOSED SIGNAGE AT HEARING

APPROVED ✓ DISAPPROVED _____

CONDITIONS OF APPROVAL IF ANY

Date: July 22, 2025 HDC Chairperson: William Smith, Chair

IMPORTANT: Approval is subject to the 20-day appeal period provided in the act.

The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133-1054

DENNIS C. GALLAGHER
STATE REPRESENTATIVE
EIGHTH PLYMOUTH DISTRICT

Committees:
Labor and Workforce Development
State Administration and Regulatory Oversight
Intergovernmental Affairs
Steering, Policy and Scheduling

STATE HOUSE, ROOM 39
TEL. (617) 722-2014
Dennis.Gallagher@MAhouse.gov

July 11, 2025

Bridgewater – Community Preservation Committee
Attn: Chairwomen Gina Guasconi

REF: Funding First Parish Unitarian Universalist Church

Dear Committee members:

I am writing in support of the First Parish Unitarian Church's request for CPC funds. They are requesting $40,000.00 (which is being matched by a private donation) for the replacement of the windows on their historic church located at 50 School Street here in Bridgewater.

The First Parish has a long history in Bridgewater, going back to 1716 when it was incorporated. The current Church was built in 1845 on the exact site of the initial Parish.

The First Parish also plays a vital role in our community. They offer Saturday Coffee House, First Parish Players, Christmas Eve Services, Fairs, Concerts as well as One Book One Community programs. They also promote social justice initiatives including LGBTQ rights, climate actions and economic equality.

I request your highest consideration for this worthy request.

Respectfully.

Dennis C. Gallagher
State Representative
8th Plymouth District
Bridgewater/Raynham

To: cpc@bridgewaterma.org

Cc: Lorraine Carrozza <Mlcarro55@comcast.net>, Diane Roza <droza110@gmail.com>

Subject: Unitarian Universalist Church

To: Gina Guasconi

Chairperson, CPC

From: Lorraine Carrozza

91 North Street, Bridgewater

Mlcarro55@comcast.net

May 31, 2025

Please accept this email as a letter of support for the Unitarian Universalist Church's request for partial funding from the CPC for the replacement of all of its windows. I retired in 2019 as Bridgewater's Director of Elder Affairs and am a 40+year town resident. I can tell you firsthand how actively involved and how vital the UU Church is in this Community. These are some of the programs/events that they offer: a coffee house once a month; a Christmas Fair; Christmas Eve Service with a brass quintet; organ concerts; yoga classes; a community theater that has productions 3x year; participates in the Town's Fall Fair as well as the July 4th celebration. The theater, coffee house and yoga classes all offer reduced fees for seniors. The UU Church has been a site for Town wide concerts as well as programs for the One Book One Community. The UU Church is welcoming to all. It is my hope that the CPC will favorably consider partial funding for the replacement of all of its windows. Maintaining this building will be a positive investment for the Church's future and for our Community.

From: Gloria Moran <morantg123@gmail.com>

Date: May 31, 2025 at 3:47:53 PM EDT

To: Diane Roza <droza110@gmail.com>

Subject: CPC Unitarian Church

To whom it May Concern:

Bridgewater United Methodist Church is a neighbor on School Street to the Unitarian Church. They are excellent neighbors and provide excellent outreach for social justice. They maintain their buildings beautifully and I am in support of this request for window replacements.

If there are further questions about this letter of support, please contact me.

Respectfully submitted,

Gloria Moran

BUMC

morantg123@gmail.com

Hello.

My name is Evelyn DeLutis. I am addressing this letter to The Community Preservation Council and the Historical commission.

Over my years as a resident of Bridgewater, I have had the pleasure of attending several events held in the First Parish Unitarian Universalist Church located on School St. in this town.

First, as a member of One Book, One Community there has been a play held there directed by BSU Professor Lisa Troy and performed by students from BSU.

I have attended one of the Juneteenth celebrations held there on the grounds as well as an evening of music. Members of the community were also able to work together with me in one of the rooms to create decorations for a friend's 80th birthday.

As I have indicated here, it is evident that The First Parish Universalist Unitarian Church has given community members many occasions to participate in and hold events there.

I am hoping you will find them worthy to receive the grant they are applying for.

Thank you for taking time to read my letter.

Sincerely,

Evelyn DeLutis

50 School St., south-facing side of sanctuary

50 School St., north-facing side of sanctuary

Direct view from across School St., facing north

Note: These maps are not intended for use in conveyance or for engineering purposes. The Town of Bridgewater and it's representatives shall not be held liable for any reuse of this information.

See Sheet No. 21

See Sheet No. 33

See Sheet No. 35

See Sheet No. 48

From the office of Silva Engineering Associates, P.C.
June 2016
Bridgewater, MA

Blackburn Building Conservation LLC
48 Plymouth St.
Middleboro, MA 02346 US
+508 9827188
walter@blackburnconservation.com
www.Blackburnconservation.com

Estimate

ADDRESS
Eileen Hiney
First Parish UU Church

ESTIMATE # 1453
DATE 12/02/2023

	AMOUNT
WINDOW RESTORATION - FIRST PARISH UU CHURCH - BRIDGEWATER, MA	0.00
Services Based on a site visit conducted on November 8th, the Sanctuary windows are overall in good shape but require full glazing, wood epoxy and paint restoration to insure their longevity. This will require removal for off-site restoration and reinstallation with weather stripping to insure the best possible thermo- efficiency. WINDOW SASH RESTORATION OFF SITE *Remove sash and install plywood temporary protection *Remove all glazing putty and failed paint *Complete epoxy consolidation and dutchman repairs as required *Repair or replace broken glass with historic glass *Glaze sash with Dana Lim Linseed Oil Putty *Prime exterior with linseed oil paint (**Required for protecting if painted in subsequent phase) *Install sash and Adjust for ease of operation LABOR AND MATERIALS	62,900.00
Services EXTERIOR PAINTING (HIGHLY RECOMMENDED) 2 - COATS LINSEED OIL PAINT	8,500.00
Services INTERIOR PAINTING - PAINT SASH INTERIOR (1 COAT)	2,400.00
Services INSTALL WEATHERSTIPPING - FIT AND INSTALL SPRING BRONZE WEATHERSTRIPPING FOR LOWER SASH; SEAL UPPER SASH	6,100.00
***Recommended Sequencing and Scheduling: 4 window units in 2 phases (approx. 4 weeks per phase)	0.00
***Pricing Includes staging to access windows	0.00

If you have any questions please do not hesitate to call, (508)947-1739

TOTAL **$79,900.00**

Accepted By

Accepted Date

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/2/2025
First Reading:	9/2/2025
Second Reading:	9/16/2025
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY26-018: Acceptance of Donation – Howard Foundation

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 $9,000, 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 $9,000 from the Trustees of the Home for Aged Men in the City of Brockton aka Howard Home, and in accordance with stated purpose thereof.

Committee Referrals and Dispositions:

Referral(s)	**Disposition(s)**
• Budget & Finance	• Meeting 9/16/25
• Finance Committee	• 9/8/25: voted 6-0 to recommend.

Attachments: 1. Acceptance COA Donation $9000 Home for Aged Men in City of Brockton

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

JOHN F. CREEDON, P.C.
ATTORNEY AT LAW
Legion Commons
71 Legion Parkway, Third Floor
Brockton, Massachusetts 02301

TELEPHONE (508) 584-4088

FAX: (508) 584-7760
Email: jpcreedonlaw@gmail.com

August 4, 2025

Town of Bridgewater
Council on Aging
Attention: Ms. Emily EJ Williams, Director
10 Wally Krueger Way
Bridgewater, MA 02324

Re: Trustees of the Home for Aged Men in the City of Brockton

Dear Ms. Williams:

The Trustees of the Home for Aged Men in the City of Brockton have recently voted to grant your organization the sum of nine thousand dollars ($9,000.00). Therefore, I have enclosed a check made payable to your organization in the afore-mentioned amount.

We must reiterate to you that the Howard Home is under the Attorney General's Office-Public Charities Division and thus, is audited for compliance with the Trust each year. Every bit of expenditures made with our donation must be made on behalf of ***elderly only*** and we are ***NOT*** allowed to pay any salaries or provide for capital expenditures (i.e. new buildings or new wings on buildings). **Also, we require that a detailed description of the expenditures made from this grant be mailed to us for our records. Next year, in order to be considered, you must submit the detailed description of expenditures as we did not receive a detail accounting this year.**

When you have depleted this grant and ***after submitting a detailed expenditure report,*** you may make a written request for additional funds. The Trustees will review each request and you will be notified of our decision. **If you apply before a year has expired, the Trustees will take no action until the appropriate time.**

If you have any questions, or need any further explanation as to the guidelines of the trust, please do not hesitate to contact me at my office.

Very truly yours,

JOHN F. CREEDON

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/2/2025
First Reading:	9/2/2025
Second Reading:	9/16/2025
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY26-019: Acceptance of Donation to Parks & Recreation Department - Ron Enos

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 $867.81, 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 $867.81 from Ron Enos, to the Parks and Recreation Department, in accordance with the stated purpose thereof.

Explanation:
Mr. Enos has donated the funds for the purchase of a memorial bench at Stiles & Hart. The bench will be installed with a memorial plaque in memory a loved one.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• Meeting 9/16/25
• Finance Committee	• 9/8/25: voted 6-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Attachments: 1. Ron Enos Donation August 2025

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

August 25, 2025

Justin Casanova-Davis
Town Manager
Municipal Office Building
66 Central Square
Bridgewater, MA 02324

Dear Mr. Casanova-Davis,

This letter is to attest that Ron Enos is making a donation in the amount of $867.81 to the Parks and Recreation Department to fund the purchase of a memorial bench at Stiles & Hart. This bench will be installed with a memorial plaque in memory of a loved one. These funds are for this express purpose only.

Thank you in advance for your cooperation in this matter. Should you have any questions, please feel free to contact me on 508 659-1232.

Thank you.

Allyson Johnson

Allyson Johnson
Office Coordinator
Parks and Recreation Department

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/2/2025
First Reading:	9/2/2025
Second Reading:	9/16/2025
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY26-020: Acceptance of Gift - Bridgewater State University

ORDERED, that the Town Council Assembled Vote to

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

WHEREAS: The Town of Bridgewater has received a gift from Bridgewater State University for $55,000. Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the gift of $55,000 from BSU and to expend the gift in accordance with stated purpose thereof.

Explanation:
BSU Annual Donation to Public Safety equally divided to Police, Fire, and Highway for ongoing Community Partnership

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• Meeting 9/16/25

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Finance Committee	• 9/8/25: Voted 6-0 to recommend

Attachments: None

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Paul Murphy, Councilor Mary McGrath, Councilor Sonya Striggles, Councilor
Date Introduced:	9/16/2025
First Reading:	9/16/2025
Second Reading:	
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY26-021: To Request the Legislation to Allow an Additional All Alcohol Beverages Package Store License for 233 Broad Street

WHEREAS, the Town of Bridgewater currently has seven (7) all alcohol beverages package store licenses under Section 15 of Chapter 138 of the General Laws issued by the Alcoholic Beverages Control Commission ("ABCC"); and

WHEREAS, all available all alcohol beverages package store licenses have been issued by the Town; and

WHEREAS, the demand for an additional all alcohol package store license has been expressed by a current beer and wine package store license holder and the Town of Bridgewater recognizes a growing population and increased demand for such a license; and

WHEREAS, in order to accommodate this demand and request, the Town of Bridgewater seeks the granting of one (1) additional all alcohol beverages package store license for the sale of all alcoholic beverages not to be drunk on premise;

NOW, THEREFORE, BE IT RESOLVED, that the Town of Bridgewater hereby petitions the General Court of the Commonwealth of Massachusetts to enact special legislation authorizing the Town to issue an additional all alcohol beverages package store license in the following form, provided, that the General Court may make such revisions of form as it deems appropriate within the scope of the legislation without further vote of the Town Council:

SECTION 1.
(a) Notwithstanding section 17 of chapter 138 of the General Laws, the licensing authority of the Town of Bridgewater may grant an additional license for the sale of all alcoholic beverages not to be drunk on premises pursuant to section 15 of said chapter 138 to KOTAK LLC, located at the premises known as 233 Broad Street, in the town of Bridgewater and under conditions set by, the licensing authority of the Town of

Bridgewater. The license granted under this section shall be subject to all of said chapter 138 except said section 17.

(b) The licensing authority shall restrict the license authorized pursuant to this section to the premises located at 233 Broad Street, Bridgewater, Massachusetts, 02324.

(c) The licensing authority shall not approve the transfer of a license granted pursuant to this section to any other location, but it may grant the license to a new applicant at the same location if the applicant files with the licensing authority a letter from the department of revenue and a letter from the department of unemployment assistance indicating that the license is in good standing with those departments and that all applicable taxes, fees and contributions have been paid.

(d) If a licensee terminates or fails to renew the license granted pursuant to this section or any such license is cancelled, revoked, or no longer in use, it shall be returned physically, with all of the legal rights, privileges and restrictions pertaining thereto, to the licensing authority which may, within 3 years of such return, grant the license to a new applicant at the same location and under the same conditions as specified in this section, otherwise such license shall dissolve.

(e) The license granted pursuant to this section shall be issued within 2 years after the effective date of this act; provided, however, that a license that is originally granted within that time period may be granted to a new applicant pursuant to subsections (c) and (d) thereafter.

(f) The issuance of the license granted pursuant to this section shall be contingent upon KOTAK LLC turning in their existing license for the sale of wine and malt beverages not to be drunk on premise pursuant to section 15 to the Town of Bridgewater.

SECTION 2. This act shall take effect upon its passage.

BE IT FURTHER RESOLVED, that any additional license shall be granted by the licensing authority under such terms and conditions as are deemed appropriate and in the public interest, and shall be subject to all applicable laws and regulations of the Commonwealth and the Town.

Committee Referrals and Dispositions:

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

Attachments: None

NOT FOR ACTION - FIRST READING

Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 9/16/2025
First Reading: 9/16/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-022: Bridgewater DPW Union, AFSCME Local 1700 Collective Bargaining Contract Ratification

ORDERED, in accordance with section 4-2 (15) of the Bridgewater Home Rule Charter, that the Town Council assembled vote to approve the negotiated agreement covering July 1, 2025 through June 30, 2028 with the Bridgewater DPW Union, AFSCME Local 1700.

Explanation:
The Town Manager negotiated an agreement with the Bridgewater DPW Union, AFSCME Local 1700. An affirmative vote of the Council will approve the contract as presented. A concurrent transfer request will fund the appropriation thereof.

Committee Referrals and Dispositions:

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

Attachments: 1. MOA - AFSCME 07.01.2025-06.30.2028

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

MEMORANDUM OF UNDERSTANDING
BETWEEN TOWN OF BRIDGEWATER AND THE
BRIDGEWATER DPW UNION, AFSCME LOCAL 1700

WHEREAS, *the Town of Bridgewater ("Town") and the Bridgewater Department of Public Works Union, AFSCME Local 1700 ("Union") have met in good faith and agreed to a successor collective bargaining agreement, pursuant to G.L. c. l 50E, subject to ratification by both parties.*

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

1. Article XX – Term, Amendment and Modification of Agreement

    a. Update CBA duration to reflect a three (3) term of July 1, 2025, through June 30, 2028.

2. Article XXV - Wages: The Town and the Union have met and agreed to implement lower than previously offered COLA increases in order to avoid a reduction in force or reduction in hours for current bargaining unit members as a result of the budgetary deficit of $849,000 for FY26 resulting from the budget appropriation adopted by the Town Council on June 30, 2025. In consideration of this reduction in COLA, the Town agrees that there will be no reduction in force or reduction in hours to current union employees due to the aforementioned FY26 budgetary deficit, subject to the following provisions:

    a. July 1, 2025 – 1% increase to all base wages
    b. July 1, 2026 – 1% increase to all base wages
    c. January 1, 2027 – 1% increase to all base wages
    d. July 1, 2027 – 1.5% increase to all base wages

The parties acknowledge and agree that should there be a budgetary deficit beyond what is described in this agreement, the Town will meet its bargaining obligations pursuant to G.L. Ch. 150E.

3. Article 16 - Vacations:

    a. Modify Article 16 as follows:

Every employee occupying a full-time position, or a part-time position in which he has been in continuous service of the Town **shall be granted paid vacation leave at the following rates:**

Year of Service	Vacation Time
1 - 5	2 weeks
6 - 10	3 weeks
11- 15	4 weeks
16 - 20	5 weeks
21	5 weeks + 1 day
22	5 weeks + 2 days
23	5 weeks + 3 days
24	5 weeks + 4 days
25 and above	6 weeks

~~for twelve (12) months, shall be granted two (2) weeks vacation leave with pay, three (3) weeks vacation after five (5) years, four (4) weeks vacation after ten (10) years and five (5) weeks vacation after fifteen (15) years, five (5) weeks, plus one (1) day after twenty-one (21) years, five (5) weeks plus two (2) days after twenty-two (22) years, five (5) weeks plus three (3) days after twenty-three (23) years, five (5) weeks plus four (4) days after twenty-four years, six (6) weeks after twenty-five (25) years, to be effective following the Anniversary date.~~ Such vacation shall be granted by the Head of the Department of the Town at such time as in his opinion will cause the least amount of interference with the performance of the regular work of the Town. ~~Vacations must be taken in the year in which they are due, two (2) weeks of which may be extended to be taken by June 30th. However, vacation shall not accumulate from year to year.~~

Vacation leave shall be issued on January 1 of each year and shall expire upon the following December 31, except for the following provisions:

> **Any employee who has accrued vacation time on December 31st shall be permitted to carryover up to two (2) weeks of vacation time. This carried over vacation time shall expire on July 1st.**
>
> **Effective December 31, 2027 and each year thereafter: Employees will be permitted to carry over one (1) week of vacation into the following year, which must be used prior to June 30th. with written approval by the Department Head provided that sufficient notice (before December 31st) is submitted to Human Resources. Any exceptions will need to be approved by the DPW Director and Director of Human Resources.**

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

Regular part-time employees shall be entitled to an amount of vacation in the ratio that their part-time employment bears to full-time employment; said vacation shall not exceed two (2) weeks or over forty (40) hours per week.

Vacations with pay shall not be granted to temporary employees.

Employees reaching a new vacation accrual milestone based on their years of service shall receive a prorated amount of the new vacation accrual rate for the period from their anniversary date through December 31 of the current year.

Upon the death of an employee eligible for vacation leave, payment shall be made to the estate or heirs of the deceased for that portion of the vacation accrued in the calendar year prior to the death in which the number of days bears to the total working days in such year.

Employees who separate from employment for any reason shall be issued compensation for any unused accrued vacation time at a pro-rated rate based upon the number of weeks worked in the year. ~~Employees eligible for vacation leave whose services are terminated by dismissal through no fault or delinquency of their own, or by retirement, or by entrance into the Armed Forces, shall be paid for that proportion of the vacation accrued in the calendar year during which such termination occurred, which the number of days worked bears to the number of working days in such calendar year.~~

Absences on account of sickness in excess of that authorized under ARTICLE XVII or for personal reasons not provided therein may, at the discretion of the Department Head, be charged to vacation.

b. In acknowledgement of the changes listed above, the Town and the Union agree that the following bargaining unit employees will be subject to the following vacation carry over provisions:

   i. Michael Harris will be permitted to carry over four (4) weeks of vacation leave on December 31, 2025 and three (3) weeks of vacation leave on December 31, 2026, after which time he will be subject to the carryover provisions in Article 16 above.

   ii. Brian Hurley will be permitted to carry over two (2) weeks of vacation leave on December 31, 2025 and two (2) weeks of vacation leave on December 31, 2026, after which time he will be subject to the carryover provisions in Article 16 above

4. <u>Article 17 – Sick Leave</u>: Modify Article 17 as follows:

Sick leave with pay shall be granted to full-time employees under regular salary basis, such sick leave to be limited to fifteen (15) days annually, provided sick leave may be granted during the first year of full-time employment not to exceed one and one-quarter (1 ¼) days for each month

of service. This rule shall not apply to employees paid on a per diem basis. **Probationary employees are entitled to accrue and use sick leave.**

Notice of absence on account of sick leave shall be given on the first day of such absence to the Department Head.

The Department shall note all absences on the payroll. Sick leave notices must be submitted by each employee, for each day from the first day in order to be compensated for the sick leave.

If out **on sick leave** three (3) **days** or longer, a **note from the employee's health care provider may be required** ~~Doctor's Certificate may be requested to be submitted with sick leave notice. Doctor's~~ **Medical** bills are paid by the employee.

If the Department Head has reason to believe that sick leave is being abused, the Department Head may require **a note from the employee's health care provider** satisfactory medical evidence from the employee (see Appendix Request for Medical Verification form, Certification of Health Care Provider for Employee's Serious Health Condition (FMLA), and Appendix Certification of Health Care Provider for Family Member's Serious Health Condition). **Sick leave abuse includes but is not limited to the following: excessive use of sick leave, pattern of absences before or after vacation periods, holidays, weekends or other days off.**

This request shall be reduced to writing and shall cite specific reasons for the request.

When medical evidence is requested, such request shall be made as promptly as possible. To the extent practicable, the employee shall receive prior notice that the Department head believes he/she is abusing sick leave and that he/she may be required to produce medical evidence for future use of sick leave.

After being out in excess of five (5) consecutive workdays employee must have a **note from their health care provider** ~~Doctor's Examination and Certificate~~ stating employee is capable of returning to work. If the absence is due to an illness, the employee's own **health care provider** ~~Doctor~~ may certify a return to work. If the absence is due to a workplace injury, the Town **and employee shall follow the processes set forth in the Town's Work Place Injuries & Accidents and Worker's Compensation Insurance Policies, as well as applicable laws.** ~~may send the employee to the Town doctor. Sick leave notice shall be sent to the payroll officer with the marked payroll stating employee has been paid for sick leave.~~

Sick leave shall not in any case be granted for more than fifteen (15) days any one year except with the approval of the Town Manager.

The employee may also elect only to receive the worker's compensation. No deductions are made from the worker's compensation check and therefore the employee must make arrangements for voluntary deductions such as health insurance.

The salary compensation under worker's compensation is calculated at 60% of the average weekly wage of the employee. If an employee has accumulated leave and requests to do so, the 40% difference between the worker 's compensation pay and their regular pay may be charged to accumulated sick vacation, or compensatory time leave so that the employee receives 100% of his/her weekly gross payroll. Voluntary deductions such as health insurance shall be made from the 40% charged to the employee's accumulated time.

All sick days accumulated at the time of retirement or ~~severance~~ **separation** from employment for any reason other than disciplinary shall be compensated at the rate of twenty- five percent (25%) per day at the time of retirement. Employees hired on or after July 1, 2012 will not be eligible for buyback option.

This will be effective with sick leave accrued after August 29, 1984.

An Appointing Authority shall grant to any employee who **meets the eligibility requirements leave under the Family and Medical Leave Act, in accordance with the Town's Family & Medical Leave Policy and** has completed his/her probationary period or who has been employed at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks to care for a spouse, child or parent who has a serious health condition or for a serious health condition which prevents the employee from being able to perform the functions of her/his position. For this leave, under the Family and Medical Leave Act, 29 U.S.C. 2611 et seq., and accompanying regulations, 29 C.F.R. Part 825, the Employer will request medical certification at the time the employee gives notice of the need for the leave or within five (5) business days thereafter, or in the case of the unforeseen leave, within five (5) business days after the leave commences. In the event of an unanticipated illness, an employee who returns to work within eight (5) working days of the beginning of their absence will not be required to return doctors certification.

If the employee has accrued sick leave, personal leave, compensatory leave, or vacation leave credits at the commencement of his/her medical leave, that employee shall use such leave credits for which he/she may be eligible under the sick leave, personal leave or vacation leave provisions of this Agreement.

At the expiration of the medical leave, the employee shall be returned to the same or equivalent position with the same status, pay and length of service credit as of the date of her/his leave. If during the period of the leave, employees in an equivalent position have been laid-off through no fault of their own, the Employer will extend the same rights or benefits, if any, extended to employees of equal length of service in the equivalent position in the department.

Emergency medical treatment for employees injured during performance of assigned work. Employees who have returned to regular duty or light duty after having been injured during the performance of assigned work will be permitted reasonable time off without loss of pay for the purpose of attending follow-up physician's appointments, which cannot be scheduled during off-duty hours.

During the time an employee is on medical leave, the employee shall be entitled to group health insurance coverage benefits on the same terms and conditions in effect at the time the leave began, provided the employee continue to pay the required employee share of premium while on leave. If the employee fails to return from leave, the Town may recover the cost it incurred in maintaining insurance coverage under its group health plan for the duration of the employee's leave, in compliance with the requirements set forth under the FMLA and regulations thereunder.

For the purposes of this Section, a rolling twelve (12) month period will be used, measured backward from the date the leave is used.

5. Article 23 – License Compensation: Increase all license stipends in Article 23 as follows (the amounts below reflect a 25% increase):

Roadways Department

- Master Hoisting License: **$1,000**
- 2A endorsement: **$187.50**
- Mower 4G: **$187.50**
- Catch Basin 4E: **$187.50**
- Forklift 1C: **$187.50**
- Gantry Crane 1A: **$187.50**
- Class A CDL: **$625.00**
- Welding/Gas burning safety certificates: **$125**
- ASE Certifications – T1 through T5: **$125** each
- ASE Certifications – A1 through A9: **$125**each
- Pesticide License $250.00

***Recreation Department employees may be eligible for Roadway Department stipends with prior approval from the DPW Director. The DPW Director has sole discretion to determine how many licenses shall be issued to Recreation Department employees and to whom said license shall be issued.**

Water Supply Department

- Backflow License: **$938**
- Cross Connection License: **$625**
- OSHA class 2 asbestos-cement pipe certification: **$312.50**

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

- Water Supply – Distribution License Stipends
  - Grade D1: **$250**
  - Grade D2: **$1,125**
  - Grade D3: **$ 1,500**
  - Grade D4: **$2250**

- Water Supply Department – Water Treatment Stipends
  - Grade T1: **$750**
  - Grade T2: **$1,250**
  - Grade T3: **$1,875**
  - Grade T4: **$2,250**

Water Pollution Control Department

- Water Pollution Control – Wastewater Treatment Stipends
  - Grade 2: **$375**
  - Grade 3: **$625**
  - Grade 4: **$1,000**
  - Grade 5: **$1,250**
  - Grade 6: **$1,750**
  - Grade 7: **$2,125**

- Water Pollution Control Department – Collection System Stipends
  - Grade 1: **$312.50**
  - Grade 2: **$437.50**
  - Grade 3: **$625**
  - Grade 4: **$875**

- Article 23 – Classification Plan and Pay Rates: Effective July 1, 2025, 2.5% increase to base wages in Step 12 (this is in addition to the COLA increase to all steps)

- Housekeeping:

a. The Union and the Town agree to correct any grammatical, typographical, or formatting errors throughout the contract. Obsolete language will also be updated or deleted as necessary.

b. Integrate the MOU regarding the Town Mechanic and Chief Mechanic, dated June 25, 2024.

Water Department On-Call Policy
The Town acknowledges the desire to establish clear and equitable on-call procedures for the Water Department. The Town commits to work collaboratively with the union to attempt to develop a fair and sustainable on-call policy that reflects departmental needs, employee considerations, and operational best practices for the Town, within four months of hiring a Water Superintendent.

This Agreement has been duly executed by authorized representatives of the Town of Bridgewater and the Bridgewater Administrative Association.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 3 day of September 2025.

FOR THE UNION

FOR THE TOWN

Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 9/16/2025
First Reading: 9/16/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-023: Bridgewater DPW Union, AFSCME Local 1700 Collective Contract Appropriation Transfer

ORDERED, Pursuant to Section 6-4 of the Town of Bridgewater Charter, that hte Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule Use of Funds:

Description: settlement of Bridgewater DPW Union, AFSCME Local 1700 contract FY26 - FY28

Source of Funds	**Account No.**	**GL Account Description**	**Amount**
General Fund Wage Adjustment CBA	01335001-510020	WAGE ADJUSTMENT	$ 11,000.00
WTR Retained Earnings	6200-359000	TRANSFER TO EF SALARY	$ 19,000.00
SWR Retained Earnings	6100-359000	TRANSFER TO EF SALARY	$ 10,000.00
Total:			**$ 40,000.00**
Use of Funds	**Account No.**	**GL Account Description**	**Amount**
Salaries Highway	04205001	Salary Contractual Pay	$ 10,300.00
Salaries Recreation	06305001	Salary Contractual Pay	$ 700.00
Salaries Water	62005001	Salary Contractual Pay	$ 19,000.00
Salaries Sewer	61005001	Salary Contractual Pay	$ 10,000.00
Total			$ **40,000.00**

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

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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•	•

Attachments: None

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

Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 9/16/2025
First Reading: 9/16/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-024: Bridgewater Public Library Staff Association Collective Bargaining Contract Ratification

ORDERED, in accordance with section 4-2 (15) of the Bridgewater Home Rule Charter, that the Town Council assembled vote to approve the negotiated agreement covering July 1, 2024 through June 30, 2027 with the Bridgewater Public Library Staff Association.

Explanation:
The Town Manager negotiated an agreement with the Bridgewater Public Library Staff Association. An affirmative vote of the Council will approve the contract as presented. A concurrent transfer request will fund the appropriation thereof.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Attachments: 1. MOA - BPLSA 07.01.2024-06.30.2027

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

Memorandum of Agreement

between

The Town of Bridgewater

and

The Bridgewater Public Library Staff Association

This Memorandum of Agreement is entered into by and between the Town of Bridgewater (hereinafter the "Town") and the Bridgewater Public Library Association (hereinafter the "Association").

WHEREAS, the Town and the Association are parties to a Collective Bargaining Agreement for the period July 1, 2021 through June 30, 2024; and,

WHEREAS, the Town and the Association have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms for a successor agreement to be effective July 1, 2024.

NOW, THEREFORE, the Negotiating Team of the Town, acting subject to the ratification of this Memorandum of Agreement by the Town Select Board, and the Negotiating Team of the Association, acting subject to the ratification of this Agreement by the membership of the Bridgewater Public Library Association agree as follows:

The terms and conditions of employment set forth in the collective bargaining agreement for the period July 1, 2021 through June 30, 2024 shall remain in full force and effect for the period July 1, 2024 through June 30, 2027, except as modified below.

1. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the term of the successor Agreement unless otherwise provided for in this document.

2. Article 2 – Union Dues & Agency Fee

Delete Articles 2.1 and 2.3

3. Article 4 – Grievance Procedure

Amend to read as follows:

4.10 Discipline. Employees shall have the right to have a Union Steward or representative present in any disciplinary action including reprimand. Reprimand of an employee shall be done in a manner so as not to embarrass the employee. Employee's personnel file shall be available to the employee. Employees shall be notified of

reprimands via their town email (the Town will ensure each employee is assigned a Town email address).

4. **Article 6 – Salaries, Overtime, 2nd Weather Emergencies:**

Amend to read as follows:

6.2 Full-time employees covered by this Agreement shall be paid overtime at the rate of one and one- half (1 ½) times the regular rate of pay for authorized work in excess of the employee's normal work day or work week, or, or by mutual consent between the employee and Director, they shall be granted compensatory time off calculated at the rate of one and one-half (1 ½) hours for each hour worked in excess of the normal work week. Use of accrued compensatory time shall be scheduled in advance and approved by the Library Director. A full-time employee may elect to work additional hours in excess of the employer's normal work day or work week in order to receive compensatory time for personal use, at the regular hourly rate, as has been the past practice and procedure, subject to the approval of the Department Head and the Library Director.

5. **Article 7 – Hours of Work**

Amend to read as follows:

7.0 The full-time work week shall consist of thirty-five (35) hours, exclusive of lunch. Full-time workday shall consist of seven (7) hours, exclusive of lunch. After one year of employment, permanent part- time employees who work twenty (20) or more hours on an annualized basis shall be eligible for all benefits except, over-time, and compensation for holidays not scheduled to work, prorated to their hours of work.

A new hire will be entitled to all benefits after ninety (90) working days of service. Benefits will be averaged on a pro rata basis for the each month worked during the aforesaid consecutive twelve (12) month period. Thereafter, benefits will be calculated by calendar

Employees whose hours are increased to thirty-five (35) per week are entitled to full-time benefits on the day those full-time hours begin. Part-time employees whose hours are increased to twenty (20) hours or more per week will be accorded all benefits except, overtime, and compensation for holidays not scheduled to work on the day their new hours begin.

6. **Article 9.0 – Holidays:**

Amend to read as follows:

9.0 All full-time and permanent part-time employees, as defined in Article 7.0, working twenty (20) or more hours covered by this Contract who are regularly employed, shall

receive regular compensation for the number of hours scheduled to work for the following holidays:

New Year's Day
Martin Luther King Jr. Day
Washington's Birthday
Patriot's Day
Memorial Day
Independence Day
Labor Day
Columbus Day/Indigenous Peoples Day
Veteran's Day
Thanksgiving's Day
Day after Thanksgiving
Christmas Day
Juneteenth

or the following day, when any of the above holidays occur on Sunday, notwithstanding any other provisions of this Agreement. One half (1/2) day before Christmas, and one-half (1/2) day before New Years are discretionary days that may be granted as time off as determined by the Library Director. If Town Hall closes early, the Library will also close early. If Christmas Eve falls on a Saturday, the Library will be closed.

7. Article 10 – Vacations

Amend to read as follows:

10.0 Every Full-time and permanent part-time employee, as defined in Article 7.0, shall be granted vacation leave in accordance with the provisions of this Article. Employees shall not be eligible to accrue or use vacation leave during their probationary period. On the first pay period after the expiration/conclusion of an employee's probationary period, the employee shall be credited with one (1) year employee vacation time pro-rated from the hire date through December 31 of the current year.

Vacation leave shall be issued on January 1 of each year and shall expire upon the following December 31, except for the following provisions:

Any employee who has accrued vacation time on December 31, 2025 shall be permitted to carryover up to two (2) weeks of vacation time. This carried over vacation time shall expire on July 1, 2026.

Effective December 31, 2026 and each year thereafter: Employees will be permitted to carry over one (1) week of vacation into the following year, which must be used prior to April 30th with written approval by the Department Head provided that sufficient notice (before December 31st) is submitted to Human Resources.-

Employees reaching a new vacation accrual milestone based on their years of service shall receive a prorated amount of the new vacation accrual rate for the period from their anniversary date through December 31 of the current year.

10.1 In scheduling vacations, preference should be given to employees on the basis of years of employment in the department whenever possible. Such vacations shall be granted by the Library Director at such times as is in his/her opinion will cause the least interference with the performance of the regular work of the library.

10.2 Full-time employees, as defined in Article 7.0, shall be granted vacation leave in accordance with the following:

Complete Years of Service	Vacation Time
1 - 5	3 weeks
6 - 10	4 weeks
11 - 20	5 weeks
21 and above	6 weeks

Permanent part-time employees, as defined in Article 7.0 (with more than ninety (90) working days of service with the town) shall be entitled to the above amount of vacation in the ratio that their part-time employment bears to full-time employment. Said vacation shall not exceed three (3) weeks or thirty-five (35) hours per week. Other part-time employees are excluded from vacation benefits.

10.3 Leave for military duty shall be without loss of regular pay in accordance with Section 52A of Chapter 149 of the General Laws.

10.4 Eligible employees who have fulfilled requirements for a vacation and whose service is terminated, or by resignation or retirement, or death, who have not been granted vacation to which they are entitled, shall be paid an amount in lieu of the vacation due, pro-rated to the number of months worked.

10.5 If a holiday credit falls within the vacation period, it shall not count as part of the vacation allowance.

8. Article 11 – Sick Leave

Amend to read as follows:

11.0 Employees who are regularly scheduled to work at least ten (10) hours per week shall be entitled to paid sick leave at the rate of fifteen (15) days per calendar year, to be pro-rated according to hours of work for part-time employees and credited on January 1. For employees of less than one year of service, sick leave shall be accumulated at the rate of one and one-quarter (1 1/4) days per month, for a full month served prior to the employee's first January I. On the new employee's January 1, he/she shall then be credited with fifteen (15) days for the upcoming calendar year.

9. Article 11 – Sick Leave

Amend to read as follows:

11.2 Upon return to work following an absence in excess of three (3) consecutive work days, an employee may be required to undergo a medical examination to determine his/her fitness for work. In cases of illness, such above mentioned physical examination shall be conducted by the employee's own physician, at the employer's expense. In cases of injury related to the actual performance of duty, such examination shall be conducted in accordance with the following:

Employees who sustain work related injuries or illnesses shall inform their supervisor immediately. Supervisors/Department heads shall notify Human Resources of the injury or illness. No matter how minor an on the job injury may appear, it must be reported immediately. Some examples include, but are not limited to, slips, trips, falls, near misses, malfunctioning or damaged equipment, citizen or visitor injury, theft, threats or actions of violence. The employee, in conjunction with their supervisor and/or department head, must submit a completed accident or property damage report within twenty-four (24) hours of the incident. This will ensure compliance with OSHA and enable an eligible employee to qualify for coverage as quickly as possible

The Town will maintain Workers' Compensation insurance to cover injuries or illnesses that arise out of employment and occur during the course of employment pursuant to Massachusetts General Laws Chapter 152. This insurance provides medical, surgical, or hospital treatment in addition to payment for lost earnings that result from work-related injuries. Any employee who suffers an on-the-job injury or illness, no matter how minor, must report that injury or illness to the appropriate supervisor and/or Department head and the Town Manager's Office. Injuries that occur during an employee's voluntary participation in any off duty recreational, social, or athletic activity are not compensable under the Massachusetts Workers' Compensation Act. The salary compensation under worker's compensation is calculated at 60% of the average weekly wage of the employee.

If an employee has accumulated leave and requests to do so, the difference between the worker's compensation pay and their regular pay may be charged to accumulated sick, vacation, or compensatory time leave so that the employee receives 100% of his/her weekly gross payroll. The employee may also elect only to receive the worker's compensation. No deductions are made from the worker's compensation check and therefore the employee must make arrangements for voluntary deductions such as health insurance

10. Article 12 – Maternity/Paternity leave

Amend to read as follows:

12.0 Parental leave. Pursuant to M.G.L. Chapter 149, Section 105D, an employee who has successfully completed three (3) months of employment shall be entitled to eight 8 weeks of parental leave for the purpose of birth of a child or for the placement of a child

under the age of eighteen (18), or under the age of twenty-three (23) if the child is mentally or physically disabled, for adoption with the employee who is adopting or intending to adopt the child; provided, however, that any two (2) employees of the same employer shall only be entitled to eight (8) weeks of parental leave in aggregate for the birth or adoption of the same child. Employees may utilize any accumulated leave time for parental leave.

11. Article 14 – Bereavement Leave

Amend to read as follows:

14.0 Leave with pay, not to exceed five (5) working days, shall be granted to all employees covered by this Agreement in the event of the death of the following: the employee's spouse, child, miscarriage, parent, brother, or sister. Leave with pay not to exceed three (3) days shall be granted to all employees in the event of the death of a grandparent, parent-in-law, aunt, uncle, brother-in-law, sister-in-law, niece, nephew, first cousin, or any person living in the employee's household. For the purposes of this section, mother, father, sister, brother; and child shall include step-mother, step-father, step-sister, step-brother; and step-child.

12. Article 17 – Group Insurance

Amend to read as follows:

17.1 The Town will pay eighty percent (80%) of each employee's premium and the employee will pay twenty percent (20%). New employees hired after the ratification of this agreement will share the cost of health insurance premiums; with the Town contributing 75% of the cost and new employees contributing 25%.

13. Article 20 – Working Area Conditions

Amend to read as follows:

20.0 Clean, well lit, air conditioned, and well-ventilated work areas shall be provided for all employees. Employees shall be relocated to another area in the library where said conditions don't exist.

14. Article 20 – Working Area Conditions

Amend to read as follows:

20.2 During Monday – Friday the Library will be closed whenever town hall is closed for inclement weather. On Saturdays the library will be closed at the discretion of the Director. If the Director decides to close, an announcement will be placed on the public telephone system of the Library by 7:00 a.m. followed by an e-mail notification to employees. Email shall suffice in the event the phone service is experiencing difficulties.

If no announcement is made by 7:00 am, employees are to assume that the library is open.

When the library is closed due to inclement weather, employees scheduled to work will be paid their regular rate of pay.

15. Article 22 – Miscellaneous

Delete section 22.6, renumber accordingly

16. Article 23 – Longevity

Amend to read as follows:

23.1 As a reward for cumulative years of service in the employ of the Town, a full-time employee shall receive a permanent longevity payment according to the following guidelines:

After 10 years of continuous service	$500
After 15 years of continuous service	$650
After 20 years of continuous service	$1000
After 25 years of continuous service	$1,300
After 30 years of continuous service	$1,600
After 35 years of continuous service	$1,900

A longevity payment shall be made to all part-time employees regularly working 20 or more hours according to the following guidelines:

After 15 years of continuous service	$100
After 20 years of continuous service	$200
After 25 years of continuous service	$300
After 30 years of continuous service	$400
After 35 years of continuous service	$500

17. Article 24 – Wages

Effective July 1, 2024:	2 % increase to each step on the salary schedule
Effective July 1, 2025:	1 % increase to each step on the salary schedule
Effective July 1, 2026:	1% increase to each step on the salary schedule
Effective January 1, 2027:	1% increase to each step on the salary schedule

18. Article 31 – Duration

Amend to read as follows:

Duration of the Agreement shall be effective as of July 1, 2024, and shall continue until June 30, 2027, and shall be automatically renewed from year to year thereafter, unless either party services upon the other written notice of the desire to modify or terminate this Agreement. If such notice is served, negotiations shall commence between the parties of February 1, 2027.

SIGNED THIS 2 DAY OF ~~AUGUST~~ SEPTEMBER 2025

	Vanessa Eastwood
	Yar Carey
For the Town	For the Association

Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 9/16/2025
First Reading: 9/16/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-025: Bridgewater Public Library Staff Association Collective Contract Appropriation Transfer

ORDERED, Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule Use of Funds:

Description: Settlement of Bridgewater Public Library Staff Association Contract FY25-FY27.

Source of Funds	**Account No.**	**GL Account Description**	**Amount**
Other One Time Stabilization Fund	80135-596100	TRANSFER TO GF	$ 8,043.00
General Fund Wage Adjustment CBA	01335001-510020	WAGE ADJUSTMENT	$ 4,500.00
Total:			**$12,543.00**
Use of Funds	**Account No.**	**GL Account Description**	**Amount**
Salaries Library Prior Year FY25	06105001-510001	Salary Contractual Pay	$ 8,043.00
Salaries Library Current Year FY26	06105001-510001	Salary Contractual Pay	$ 4,500.00
Total:			**$12,543.00**

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

Committee Referrals and Dispositions:

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

Attachments: None

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

Bridgewater Town Council

Introduced By:	Marilee Hunt Councilor
Date Introduced:	9/16/2025
First Reading:	9/16/2025
Second Reading:	
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Ordinance D-FY26-005: Proposed Zoning Ordinance Amendment - Senior Village Housing Development

ORDERED, pursuant to MGL, Chapter 40A that the Town Council assembled votes to amend Zoning Ordinance amendment pursuant to Senior Village Housing Development Amending Section 8.7.3 Land and Site Development Requirements, Table 1. Open Space/Preservation Area as follows:

Current text:

Table 1. Open Space/Preservation Area

	Zoning District	**Open Space/Preservation Area**
Minimum Area	R-AB	40%
	R-C	40%
	R-D	20%

Proposed Amended text:

Table 1. Open Space/Preservation Area

	Zoning District	**Open Space/Preservation Area**
Minimum Area	R-AB	40%
	R-C	40%
	R-D	**40%**

NOT FOR ACTION
REFER TO PLANNING BOARD AND CED COMMITTEE

Committee Referrals and Dispositions:

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

Attachments: None

NOT FOR ACTION
REFER TO PLANNING BOARD AND CED COMMITTEE