



Town of Bridgewater

Budget & Finance Committee

June 30, 2025

6:00 PM

66 Central Square

Academy Building

Conference Room 201A

A Quorum of the Town Council May Be In Attendance

MEETING MINUTES

Call to Order

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

Committee members present: Councilor McGrath, Councilor Loreti and Councilor Murphy.

Also in attendance was Town Manager Robinson, Finance Director Guerrini and HR Director Wood.

Councilor Linde, Councilor Hunt and Councilor Ellenberg were also in attendance.

Public Comment – None

Legislation Referred

- a) Order O-FY25-068: United Steel Workers Bargaining Contract Ratification
Councilor Murphy noted that this was discussed at the last Budget & Finance meeting and it was voted to continue.

Councilor McGrath asked if any employees move more than 1 step at a time and do any employees utilize the courses at BSU? Town Manager Robinson noted that no for moving more than 1 step at a time and that mostly just fire take advantage of the courses, needs to be pre-approved.

Councilor Loreti noted that considering what we are facing with the override, it's hard to support a 2% COLA. Understand there was negotiations put into this but the schools are facing cuts.

Councilor Murphy asked for a quick summary if this was not approved.

Town Manager Robinson noted that the town won't be trusted because they did negotiations with good faith. Also affects the non-union employees and will be very concerned, good people will leave. Library is about to sign a settlement which is asking for about the same. It is already funded in the 2026 budget. The Town Manager needs to figure out how to fund the school certified budget. If you change the trust factor with employees it is hard to get it back. It would send a message that you don't support the staff.

Councilor McGrath noted that she does not think we can get anyone cheaper. Would not want to lose department heads.

Councilor Murphy asked why retroactive COLA and Town Manager Robinson noted that FY25 was never in the budget, people got their Step increase but not their COLA. FY26 is already budgeted for 2%.

Finance Director Guerrini noted that contract went back to 6/30/25, been negotiating for over a year.

Councilor Murphy noted that now is a tough time to give COLA raises to everyone in town, but would support this to keep the good people in town.

Town Manager Robinson noted that Justin can go back and talk with the unions about possibilities and if you settle this you are showing good faith.

Councilor Loreti noted that if this was 1% instead of 2% it could help with funding the certified school budget.

Town Manager Robinson noted that we can show police and fire that we are settling union contracts at a lower rate, not able to afford more.

Councilor McGrath made a motion to recommend, which was duly seconded by Councilor Murphy.

A roll-call vote was taken with the results as follows: McGrath – Yea; Murphy – Yea; Loreti – No.
Motion passed 2-1

- b) Order O-FY25-069: United Steel Workers Collective Bargaining Appropriation Transfer
Town Manager Robinson noted that this is the dollars to move from one time stabilization fund to fund the contract.

Councilor McGrath made a motion to recommend, which was duly seconded by Councilor Murphy.

A roll-call vote was taken with the results as follows: McGrath – Yea; Murphy – Yea; Loreti – No.
Motion passed 2-1

- c) Order O-FY25-070: Non-Union Affiliated Positions Appropriation Transfer
Town Manager Robinson noted that this applies to positions that do not have contracts or in unions, some department heads.

Councilor McGrath made a motion to recommend, which was duly seconded by Councilor Murphy.

A roll-call vote was taken with the results as follows: McGrath – Yea; Murphy – Yea; Loreti – No.
Motion passed 2-1

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

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

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

- e) Order O-FY25-073: Town Clerk's Salary
Councilor Loreti asked what the Town Clerk was currently getting paid and Finance Director Guerrini noted \$87,121.04.

Councilor McGrath noted that it was a big jump.

Councilor Loreti noted that the Finance Committee asked us to check in the area for other town clerks and other towns are higher.

Councilor Murphy noted that each of those towns have a much higher town budget and the years the Town Clerks have been in the position is more than 2.

Councilor Loreti noted that he is not a fan of the retroactive pay, 2% retro COLA based on the first year. Think she has done a good job and deserves something but not the big increase.

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

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

Councilor Linde noted that the Town Clerk does not currently use the health insurance from the Town.

Councilor Loreti noted that he supports using \$87, 121.04 as the base and then go from there.

Councilor Loreti made a motion to amend the annual salary to \$89,305.18, this was duly seconded by Councilor McGrath.

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

Public Comment – None

Adjournment of Meeting

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

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

Meeting adjourned at 6:55p.m.

In accordance with the applicable provisions of the Town of Bridgewater Home Rule Charter and Town Council Rules and Procedures, the Budget & Finance Committee assembled voted, at their meeting on Tuesday, August 5, 2025, to approve the aforementioned minutes.