



Town of Bridgewater
Budget & Finance Committee

August 4, 2026

7:00 PM

Joint Meeting with Finance Committee

Academy Building

66 Central Square

Conference Room 201A/2nd Floor

and via Zoom: <https://us06web.zoom.us/j/88986092821>

Meeting ID: 889 8609 2821

MEETING AGENDA

A Quorum of the Town Council May Be In Attendance

- A. Call to Order**
- B. Public Comment**
- C. Legislation Referred**
 - a) Order O-FY26-079: Acceptance of Gift - Lopieke's Family Trust
 - b) Order O-FY27-007: Acceptance of Gift - Bridgewater State University
 - c) Order O-FY27-009: Transfer Order - Library Budget Reallocation
 - d) Order O-FY27-010: Transfer Order - Finance Budget Reallocation
 - e) Order O-FY27-011: Transfer Order - Funding of Fire Arbitration
- D. Discussion**
 - a) Override
- E. Public Comment**
- F. Adjournment of Meeting**



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 6/16/2026
First Reading: 6/16/2026
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-079: Acceptance of Gift - Lopieke's Family Trust

ORDERED, that the Town Council assembled vote to

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

WHEREAS: The Town of Bridgewater has received a gift of \$125,816, 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 \$125,816 from Doris Lopiekes Two Family Memorial Trusts and in accordance with stated purpose thereof.

Explanation:

The Bridgewater Library and the Town of Bridgewater are the beneficiaries of two Lopiekes family trusts to promote a Fourth of July celebration including but not limited to, fireworks, bands and a parade or other such artistic and cultural events in the community that would benefit everyone in the Town of Bridgewater and for the Bridgewater Public Library to purchase museum passes to any or all of the following museums: Museum of Fine Arts; Isabella Stewart Gardner Museum; New England Aquarium and Museum of Science.

Committee Referrals and Dispositions:

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

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Attachments: 1. Lopicakes Trust Donation - Map 2026



DELANEY & MUNCEY, P.C.

ATTORNEYS AT LAW

WWW.DELANEY-MUNCEY.COM

KATHLEEN P. MUNCEY
PETER N. MUNCEY, JR.
KATHLEEN M. MULVEY
MICHAEL W. COVENEY

May 26, 2026

EMILY C. JOYCE
CHRISTOPHER R. DONATO
DAVID L. DELANEY
1944-2025
FREDERICK J. SHEEHAN
1924-2013

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

Re: Dolores V. Lopiekes Trust

Dear Mr. Phillips and Mr. Casanova-Davis:

As you know, the Dolores V. Lopiekes Trust created two charitable trusts, the Anthony and Petronele Lopiekes Memorial Trust and the Lopiekes Family Memorial Trust. Both trusts have been classified as private foundations and, as such, are required by the IRS to spend a certain amount annually for charitable purposes.

Based on the Form 990-PF filed with the IRS for the Anthony and Petronele Lopiekes Memorial Trust for 2025, there is undistributed income in the amount of \$2,192.00. Enclosed is check # 1016 from the Anthony and Petronele Lopiekes Memorial Trust payable to the Bridgewater Public Library in the amount of \$2,192.00.

Based on the Form 990-PF filed with the IRS for the Lopiekes Family Memorial Trust for 2025, there is undistributed income in the amount of \$123,624.00. Enclosed is check # 1031 from the Lopiekes Family Memorial Trust payable to the Town of Bridgewater in the amount of \$123,624.00.

Also enclosed are copies of the pertinent pages of the Dolores V. Lopiekes Trust which provide instructions as to the use of these funds.

Should you have any questions, please contact me directly at 508-503-7125.

Very truly yours,

Kathleen M. Mulvey

KMM/mam
Encs.

cc: Peter Kaufman, Trustee
Catherine Baker, Trustee
Bryan Blundell, Trustee

99-229/Lopiekes/Letter to Town of Bridgewater with checks 05-26-26/mam

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

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

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

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

ARTICLE THIRD:

Provisions for the Benefit of Certain Beneficiaries:

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

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

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

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

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

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

ANTHONY & PETRONELE LOPIEKES
MEMORAL TRUST
PETER KAUFMAN - TRUSTEE
PO BOX 1390
OGUNQUIT, ME 03907

1016



52-7459/2112

DATE 5/20/26

PAY
TO THE
ORDER OF

BRIDGEWATER PUBLIC LIBRARY \$ 2,192.-
Two Thousand One Hundred + NINETY TWO DOLLARS



FOR 2025 DISTRIBUTION

[Signature]

⑈001016⑈ ⑆21127459⑆ 8000136203⑈

LOPIEKES FAMILY MEMORIAL TRUST

PETER KAUFMAN - TRUSTEE
PO BOX 1390
OGUNQUIT, ME 03907

1031



52-7459/2112

DATE 5/20/26

PAY
TO THE
ORDER OF

TOWN OF BRIDGEWATER \$ 123,624
ONE HUNDRED + TWENTY THREE THOUSAND +
SIX HUNDRED + TWENTY FOUR DOLLARS



FOR 2025 DISTRIBUTION

[Signature]

⑈001031⑈ ⑆21127459⑆ 8000136237⑈



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/14/2026
First Reading: 7/14/2026
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY27-007: 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 two gifts from Bridgewater State University totaling \$110,000. 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 \$60,000 from BSU and to expend the gift in accordance with stated purpose thereof which is equal amounts to be distributed to the Police Department, Fire Department and Highway Department.

FURTHER ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the gift of \$50,000 from BSU and to expend the gift in accordance with stated purpose thereof which is either renovations to the former gas station at Summer and Plymouth Street or for improvement of the adjacent intersection.

Explanation:

BSU Annual Donation to Public Safety equally divided to Police, Fire, and Highway for ongoing Community Partnership. BSU also made an additional donation for renovations to the former gas station or improvements to the adjacent intersection.

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: 1. BSU Donation FY27



June 15, 2026

Mr. Justin Casanova-Davis, Town Manager
Town of Bridgewater
Memorial Building
25 South Street
Bridgewater, MA 02324

Re: Restricted Gift to the Town of Bridgewater

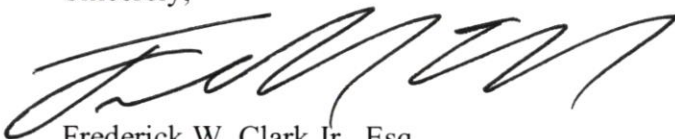
Dear Mr. Casanova-Davis:

On behalf of Bridgewater State University, I am pleased to provide the Town of Bridgewater with a restricted one-time gift of funds in the amount of \$60,000. It is Bridgewater State University's intent to restrict our gift so that equal amounts be distributed to the Town of Bridgewater Fire Department, Town of Bridgewater Police Department and to the Town of Bridgewater Highway Department. The funds from Bridgewater State University are provided in Fiscal Year 2026 but may be used at any time within the next twelve months by the Town of Bridgewater for the restricted purpose noted above.

In addition, I am pleased to provide the Town of Bridgewater with a restricted one-time gift of funds in the amount of \$50,000 from the Foundation. It is Bridgewater State University's intent to restrict our gift to either renovations to the former gas station at Summer and Plymouth Streets or for improvement of the adjacent intersection. These funds are also being provided in Fiscal Year 2026 and may be used by the Town of Bridgewater at any time with the next twelve months for the designated purpose.

It is important for BSU and the Town of Bridgewater to continue finding ways to share resources for our mutual benefit and especially for the benefit of our students.

Sincerely,



Frederick W. Clark Jr., Esq.
President



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/14/2026
First Reading: 7/14/2026
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY27-009: Transfer Order - Library Budget Reallocation

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 of Use of Funds \$56,000:

SOURCES OF FUNDING			Amount
Library Expenses	06105012	Operational expenses	\$ 17,000.00
Library Expenses	06105195	Building Maintenance	\$ 39,000.00
Total:			\$ 56,000.00
USES OF FUNDING			Amount
Library Salaries Wages	06105001	Salaries Wages Benefits	\$ 56,000.00
Total			\$ 56,000.00

Explanation:

To reallocate FY2027 budgeted funding from Library Expenditures to Library Salaries. The expenditures will be covered with Library state aid funding.

Committee Referrals and Dispositions:

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

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/14/2026
First Reading: 7/14/2026
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY27-010: Transfer Order - Finance Budget Reallocation

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 of Use of Funds \$37,549.00:

SOURCES OF FUNDING			Amount
Treasury/Collection Salaries/Wages/Ben	01455001	Salaries Wages Benefits	\$ 37,549.00
Total:			\$ 37,549.00
USES OF FUNDING			Amount
Assessors Salaries/Wages/Benefits	01415001	Salaries Wages Benefits	\$ 37,549.00
Total			\$ 37,549.00

Explanation:

To reallocate FY2027 budgeted funding in the Treasury/Collector's Salaries to the Assessors Salaries within the Finance Department. This will allow funding of an administrative (pt) position in the Assessing Department.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

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

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•	•

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/14/2026
First Reading: 7/14/2026
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY27-011: Transfer Order - Funding of Fire Arbitration

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 of Use of Funds \$1,024,340:

SOURCES OF FUNDING			Amount
Stabilization Fund	8004	Stabilization Trust Fund	\$ 1,024,340.00
Total:			\$ 1,024,340.00
USES OF FUNDING			Amount
Fire/EMS Salaries/Wages/Benefits FY2025	02205001	Salaries Wages Benefits	\$ 155,739.00
Fire/EMS Salaries/Wages/Benefits FY2026	02205001	Salaries Wages Benefits	\$ 250,891.00
Fire/EMS Salaries/Wages/Benefits FY2027	02205001	Salaries Wages Benefits	\$ 617,710.00
Total			\$ 1,024,340.00

Explanation:

To provide funding for the Joint Labor Management Committee's award decision regarding arbitration between the Town and the Bridgewater Firefighters' union from July 1, 2024, through June 30, 2027.

Committee Referrals and Dispositions:

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

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- Attachments:
1. Decision and Award Bridgewater Firefighters IAFF Local 2611 and Town of Bridgewater JLM-24-10842 (003)

**COMMONWEALTH OF MASSACHUSETTS
BEFORE THE JOINT LABOR MANAGEMENT COMMITTEE**

In the Matter of Interest Arbitration Between:	)	
	)	
	)	
Bridgewater Firefighters, IAFF Local 2611	)	Decision and Award
	)	
and	)	JLM-24-10842
	)	
Town of Bridgewater	)	
	)	

Committee Members: Sheila Mayberry, Neutral Chair
David Gagne, Management Committee Member
Robert Green, Labor Committee Member

Appearances: For the Employer: John J. Clifford, Esq.
For the Union: Hailey Ferguson, Esq.

Date of Hearing: March 20, 2026

Location: Bridgewater, Massachusetts

I. INTRODUCTION

On March 20, 2026, the Joint Labor Management Committee's appointed Panel held an interest arbitration hearing between the Town of Bridgewater, Massachusetts, and the Bridgewater Firefighters Union, IFFA Local 2611. The Panel admitted documentary evidence and witness testimony. Each party filed a post-hearing brief on May 15, 2026.

The issues certified for arbitration are as follows:

Union Issues

1. Wages
2. EMS Stipend

3. Active Shooter / Hostile Event Response (ASHER) Incentive Pay: Amend Article 17, add new Section 6
4. Educational Incentive Pay: Amend Article 13, Section 2
5. Holiday: Amend Article 5, Section 2

Town Issues

1. Wages
2. Health Insurance: Amend Article 10
3. Vacation Language: Amend Article 7, add new Section 9
4. Vacation Language: Amend Article 7, add new Section 10

Pursuant to JLMC Statute (Chapter 589 of the Acts of 1987), an arbitration panel must consider the following factors in determining any awards:

1. Massachusetts General Law (MGL) Chapter 59, Section 21C.
2. The financial ability of the municipality to meet costs, to include such factors as
 - (i) its state reimbursements and assessments;
 - (ii) its long and short term bonded indebtedness;
 - (iii) its estimated share in the metropolitan district commission's deficit;
 - (iv) its estimated share in the Massachusetts Bay Transportation Authority's deficit; and
 - (v) consideration of average per capita property tax burden, average annual income of community members, the effect any accord might have on the respective property tax rates on the city or town.
3. The interests and welfare of the public.
4. The hazards of employment, physical, educational and mental qualifications, job training and skills involved.
5. A comparison of wages, hours and conditions of employment of the employees with those of other employees performing similar services, and with other employees generally in public and private employment in comparable communities.
6. The decisions and recommendations of the fact-finder, if any.
7. The average consumer prices for goods and services, e.g., the cost of living.

8. The overall compensation presently received by the employees, including direct wages and fringe benefits.
10. Such other factors that are considered in collective bargaining, mediation, fact-finding, arbitration or otherwise between parties, in the public services or in private employment.
11. The Parties' stipulations.

II. FINDINGS AND AWARDS

1. Wages

Union's Proposal

- a. Effective 7/1/24: 5%
- b. Effective 7/1/25: 5%
- c. Effective 7/1/26: 5%

Town's Proposal

- a. Effective 7/1/24: No Change in Compensation
- b. Effective 7/1/25: 0.75%
- c. Effective 7/1/26: 0.75%

Findings

The Panel has reviewed the record evidence and arguments of the Parties and deliberated over the impact of the Town's financial condition and its ability to pay increases in wages and benefits.

The Town of Bridgewater is experiencing very challenging financial circumstances. It is eliminating jobs and reducing hours of many employees. In 2025, the Town's voters rejected, 55% to 44%, a Proposition 2 1/2 override vote to stave off reductions in the Town's budget. The Panel finds that the decision in 2026 not to seek an override after the decisive rejection in 2025 was reasonable. The FY26 budget was balanced with \$450,000 from one-time revenue sources, thereby adding to the structural deficit for FY27. For FY27, only \$540,000 in new revenue was available to fund increases in the Town's operational budget, necessitating reductions in hours

and services, as well as layoffs. The Town's priority was to fully fund public safety, while making reductions in other categories, as follows:

Category	2027 Net Reduction
General Government	-\$229,648 (-5.24%)
Public Safety	-\$24,536 (-0.17%)
Department of Public Works	-\$131,796 (-7.21%)
Health & Human Services	-\$49,600 (-8.74%)
Culture / Recreation	-\$116,411 (-11.28%)
Total Reductions	-\$551,991

The available revenue from the Ambulance funds will be used to balance the Town's budget and a certain percentage of it will be used to partially pay for the Fire Department's budget. New revenue will also be used to shore up other departments' budgets and to pay for increases in the Fire Department. This Panel finds, therefore, that while there is insufficient revenue to pay for the Union's proposed wage increase, there are funds to pay for a wage increase that will not be regressive and also reflect the reality of the Town's current financial circumstances.

With respect to the income levels of members of the Town's police and firefighter bargaining units, the Panel finds that the Town has attempted to maintain pattern bargaining for wage increases between the bargaining units over time. The Panel also finds that bargaining unit members' wages and benefits are comparable to similar communities in the region.

Award

Based upon the evidence of the Town's ability to pay and arguments presented by the Parties, the Panel awards wage increases as follows:

Effective 7/1/2024: 2%

Effective 7/1/2025: 1%

Effective 7/1/2026: 1%

Effective 1/1/2027: 1%

2. EMS Stipend

Union's Proposal

Effective 7/1/24: 18.5% increase

Effective 7/1/25: 19.5% increase

Effective 7/1/26: 20.5% increase

Town's Response

No Change

Findings

The Panel finds that the EMT stipend must include an increased financial recognition of the skills required by certified EMTs and all the services they provide.

Award

The EMT Stipend increase shall be as follows:

Effective 7/1/2024: 0.5%

Effective 7/1/2025: 0.5%

Effective 7/1/2026: 0.5%

3. Active Shooter / Hostile Event Response (“ASHER”) Incentive Pay (Article 17)

Union's Proposal

The Union proposes to add a new Section 6 to Article 17 to memorialize a stipend, whereby members receive a base wage increase of 1% for completing required ASHER training.

Town's Response

No Change

Findings

The Panel does not find that a stipend for completing ASHER training is warranted at this time.

Award

None

4. Educational Incentive Pay (Article 13)

Union's Proposal

The Union proposes to replace the existing flat stipends in Section 2 of Article 13 with percentage-based incentives, based upon the employee's wages, assigned to each educational degree, as follows:

Effective 7/1/2024

- a. Associate's degree: 6%
- b. Bachelor's degree: 7.5%
- c. Master's degree: 9%

Effective 7/1/2025

- a. Associate's degree: 10%
- b. Bachelor's degree: 15%
- c. Master's degree: 20%

Effective 7/1/2026

- a. Associate's degree: 15%
- b. Bachelor's degree: 20%
- c. Master's degree: 25%

Town's Response

No Change

Findings

The existing flat stipends are \$3500 for an Associate's degree, \$4500 for a Bachelor's degree, and \$5500 for a Master's degree. Based on the evidence and arguments presented, the Panel agrees that the educational stipend should instead be calculated as a percentage of the employee's wages, with the provision that no calculated stipend should be lower than the existing flat stipend; therefore, the existing flat stipends now constitute the *minimum* amount. Since this item has been treated as separate and distinct from the wages, it should also be treated as such

during the term of this Agreement. The Panel finds that this change should be implemented in the third year of the contract's term.

Award

Effective July 1, 2026, the educational stipends shall be:

- a. Associate's degree: 5% of wages (\$3500 minimum)
- b. Bachelor's degree: 6.5% of wages (\$4500 minimum)
- c. Master's degree: 7.5% of wages (\$5500 minimum)

5. Health Insurance (Article 10)

Town's Proposal

Effective 7/1/25, all new bargaining unit members shall contribute 25% towards the cost of the Town's contributory group insurance plan, consisting of Mayflower Health Group's BCBS Network Blue Benchmark Plan and HPHC Benchmark Plan.

Union's Response

No Change

Findings

Based upon the argument and the evidence provided by the Parties, the Panel finds that, while increasing the contributory percentage is not unreasonable, it is impractical to implement any change at this point in the negotiations. Therefore, the Panel determines that no change in this rate shall be implemented during the term of this Agreement. However, the Panel recommends that the Town's proposal be discussed during the next round of negotiations.

Award

None

6. Vacation Language (Article 7)

Town's Proposals

1. Add a new Section 9 – Vacation Buyback, as follows:

A member may annually trade in up to eight (8) vacation days per year for compensation but must notify the Town in writing by November 1st of their intent to do so. Once submitted, this request is irrevocable, and the accrual time will be deducted from the member's available vacation balance. The payment will be made at the member's current rate of pay and will appear in the first payroll in December. The payment will be made with regular shift pay. If a member elects to use this provision in one calendar year, the members cannot carry over vacation time in any amount to the succeeding calendar year.

2. Add a new Section 10 – Line-of-Duty Injury, as follows:

In the event a member is absent from duty due to a line-of-duty injury but is able to go on a pre-scheduled vacation, he/she/they shall be required to utilize accrued vacation and/or personal time. The employees' injured-on-duty status and compensation will not be affected.

Union's Response

No Change

Findings

Based upon the arguments of the Parties, the Panel finds insufficient evidence to award the Town's proposal.

Award

None

7. Holiday Language (Article 5)

Union's Proposals

Amend Article V, Section 2 to read:

"... Holiday pay shall be twelve (12) hours pay at the employee's base hourly rate of pay or ata (sic)." Tour off, at the employee's discretion."

The Union also argued to amend Section 2 to remove the requirement that members must give the Chief four (4) days prior notice before taking a holiday off.

Town's Response

No Change

Findings

Based upon the arguments of the Parties, the Panel does not find sufficient justification to award the Union's proposals.

Award

None

III. AWARD SUMMARY

1. Wages

Effective 7/1/2024: 2%

Effective 7/1/2025: 1%

Effective 7/1/2026: 1%

Effective 1/1/2027: 1%

2. EMT Stipend

Effective 7/1/2024: 0.5%

Effective 7/1/2025: 0.5%

Effective 7/1/2026: 0.5%

3. Active Shooter / Hostile Event Response ("ASHER") Incentive Pay (Article 17)

The Panel does not award the Union's proposal.

4. Educational Incentive Pay (Article 13)

Effective July 1, 2026, the educational stipends shall be:

- a. Associate's degree: 5% of wages (\$3500 minimum)
- b. Bachelor's degree: 6.5% of wages (\$4500 minimum)
- c. Master's degree: 7.5% of wages (\$5500 minimum)

5. Health Insurance (Article 10)

The Panel does not award the Town's proposal.

6. Vacation Language (Article 7)

The Panel does not award either of the Town's proposals.

7. Holiday Language (Article 5)

The Panel does not award either of the Union's proposals.



Sheila Mayberry, Neutral Chair



David Gagne, Management Committee Member



Robert Green, Labor Committee Member

June 24, 2026