



Town of Bridgewater

FY2027
GENERAL FUND OPERATING
BUDGET

APRIL 14, 2026

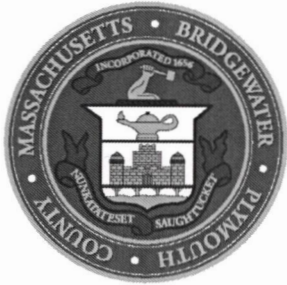
FY2027 GENERAL FUND OPERATING BUDGET

TABLE OF CONTENTS

BUDGET RESOLUTION	3
TOWN MANAGER'S BUDGET MESSAGE	7
GENERAL FUND REVENUE AND EXPENDITURE SUMMARY FY24-FY27	19
ORGANIZATIONAL STRUCTURE	20
PERSONNEL SUMMARY FTE 2024-2027	21
SOURCES AND USES OF FUNDS	22
GENERAL FUND BUDGET ORDER	25
GENERAL GOVERNMENT BUDGET	31
GENERAL GOVERNMENT DETAIL SALARY	39
POLICE DEPARTMENT BUDGET	47
POLICE DEPARTMENT DETAIL SALARY	51
FIRE DEPARTMENT BUDGET	61
FIRE DEPARTMENT DETAIL SALARY	66
ISD & ACO BUDGET	73
ISD & ACO DETAIL SALARY	75
EDUCATION	77
PUBLIC WORKS BUDGET	79
PUBLIC WORKS DETAIL SALARY	83
HEALTH AND HUMAN SERVICES BUDGET	88
HEALTH AND HUMAN SERVICES DETAIL SALARY	91
CULTURE AND RECREATION BUDGET	94
CULTURE AND RECREATION DETAIL SALARY	97
DEBT SERVICE BUDGET	100
INTERGOVERNMENTAL CHARGES	103
BENEFITS AND INSURANCE BUDGET	105
READER'S GUIDE & GLOSSARY	108



BUDGET RESOLUTION



Bridgewater Town Council

Introduced By: Kevin Perry, Councilor
Date Introduced: 11/18/2025
First Reading: 11/18/2025
Second Reading: 12/2/2025
Amendments Adopted:
Third Reading:
Date Adopted: 12/2/2025
Date Effective: 1/2/2026

Resolution R-FY26-003: FY2027 Budget Resolution

WHEREAS: A methodical and disciplined approach to the operating budget is warranted.

RESOLVED: Pursuant to establishing guidelines and priorities for the Town Manager to develop the Annual Budget, the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to adopt the following Policy Guidelines for the Town Manager to use in creating the FY2027 Budget:

The Town Council is adopting these budget policy guidelines pursuant to Section 6-1 of the Bridgewater Home Rule Charter. Based on these guidelines, the Town Manager will develop budgetary goals and the Town Budget for Fiscal Year 2027 that commences on July 1, 2026.

Introduction

The following financial principles set forth the framework for our overall fiscal planning and management of the Town of Bridgewater's resources and are designed to ensure the Town's sound financial condition, now and in the future.

Sound Financial Condition is defined as:

- Cash Solvency – the ability to pay bills in a timely fashion
- Budgetary Solvency – the ability to annually balance the budget
- Long Term Solvency – the ability to pay for future costs
- Service Level Solvency – the ability to provide needed and desired services
- Reserve Solvency – the ability to adapt and respond to the economic conditions
- Capital Solvency – the ability to assess, maintain, and replace our capital assets
- Bond Rating – maintain or improve current bond rating Aa3

To this end we will adhere to the following financial policies.

Financial Policies and Guidelines:

The Town will adopt a multi-year forecast for fiscal years 2027-2031 and a Capital Improvement Program, prior to submission of the Town Manager's FY2027 Budget. This will give the Town a broader, more forward-looking perspective to better understand the budgetary cost drivers and our revenue

VOICE VOTE FOR APPROVAL

REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

capacity. Projecting forward will allow us to foresee where a structural deficit may exist when building out our operating budget for the ensuing year.

The following will be applied in preparing the FY2027 Budget:

1. The town will avoid budgetary practices that balance current expenditures at the expense of meeting future year's expenses, such as postponing maintenance and upkeep of our facilities and equipment.
2. Recurring operating costs will be funded by recurring sources of revenue. In addition, to budget prudently and plan for contingencies, the town sets the following reserve objectives for FY 2027:
 - a. Unreserved Fund Balance (free cash) for FY 2027 (07/01/2027) will be targeted at 1% of the 2027 operating budget and used only for one-time expenditures such as capital improvements, capital equipment, unexpected or extraordinary expenses such as unbudgeted snow and ice removal expenses, and/or to meet the stabilization reserve policy objectives.
 - b. The Town will maintain a Stabilization Fund as its main financial reserve in the event of an emergency, unforeseen circumstances, or an extraordinary need. It shall be the goal of the town to achieve and maintain a balance in the Stabilization Fund equal to 10.5% of its operating budget.

3. Revenue:

- a. Revenue Estimating: the revenues will be estimated conservatively, using an objective analytical approach. The goal is to predict revenues as accurately as possible while erring on the side of caution.
- b. The Town will use methodologies established that best fit the accuracy of specific forecasting, in other words, different methods for different revenue types: Property Tax, Local Aid, Local Receipts, and Other Available Funds.
- c. Ambulance Receipts Reserved for Appropriation: A five-year forecast will be used to determine available funds to support, proportionately, the ensuing year's Fire Department operating budget and capital requirements for the Ambulance Fleet.
- d. For FY2027 the projected revenue surplus shall be set at 1% of the 2027 operating budget. Revenue surpluses are essential to continue the annual funding of the Stabilization Fund at the 10.5% level, fund capital purchases of machinery, equipment, and vehicles, capital building improvement, infrastructure and engineering costs, unfunded sick leave buyback, and outstanding OPEB liability.

4. Expenditures:

- a. Estimating Major Cost Drivers: This compilation will address the increases necessary to fund the major budgetary cost drivers - salaries and benefits - which support our current service levels.
- b. Maintenance of Capital Assets: The Town will compile a budget that will maintain capital assets and infrastructure to protect the town's investment. The Town will compile a budget that will maintain our assets to protect the Town's investment, support and provide services, community, and economic development. Specifically:
 - Mach/Equip/Vehicles
 - Software
 - Infrastructure
 - Land & Land Improvement
 - Building & Building Improvements
- c. New Program or Initiatives: The Town will budget for new programs or initiatives only after fully funding existing major cost drivers and the maintenance of capital assets.

FY 2027 Town Manager's Budget Objectives

1. Continue the Town's efforts within all departments to obtain grant funding from federal, state, and other sources in order to offset capital expenditures and major initiatives

VOICE VOTE FOR APPROVAL

REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

2. Review the cost implications of contracted services vs. staffing in various departments and explore areas for consolidation or regionalization.
3. Continue to enhance the Town's website and use other technologies as cost-effective means for delivering information and services, increasing public awareness, budget transparency, and encouraging public feedback.
4. Submit a budget that attempts to maintain the Town's current service level and a budget that will meet the Town Manager's service priorities.
5. Develop a plan that will improve Town-owned roads (within projected funds) that are in need of improvement. Understanding that a great deal of roads are in need of repair, present priority of what road(s) will be priority for FY27, where funding will include projected Chapter 90 funds, State/Federal grants, and capital funds.
6. Work collaboratively with the School Superintendent to best allocate financial resources to the Bridgewater-Raynham School District.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
<ul style="list-style-type: none"> • Budget & Finance 	<ul style="list-style-type: none"> • 12/2/25: voted 9-0 to recommend
<ul style="list-style-type: none"> • Finance Committee 	<ul style="list-style-type: none"> • 12/2/25: voted 8-0 to recommend

Attachments: None

In accordance with the applicable provisions of the Town of Bridgewater Home Rule Charter and Town Council Rules and Procedures, the Town Council assembled voted, at their meeting on Tuesday, December 2, 2025, to approve the aforementioned Resolution by a Roll Call vote (9-0).

A TRUE COPY ATTEST:



 Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
 REQUIRES MAJORITY OF THOSE PRESENT AND VOTING



TOWN MANAGER'S BUDGET MESSAGE

FY2027 GENERAL FUND OPERATING BUDGET

To the Town Council and the Bridgewater community, I am transmitting the recommended FY27 general fund operating budget. This budget serves as the Town Manager's proposed budget under Town charter requirements.

First, I want to acknowledge that the development and submission of any budget is a collaborative process that begins with respective departmental staff and our department heads. Yeoman's work is done preparing the budget for submission within the Finance Department, led by Finance Director Laurie Guerrini, Assistant Town Accountant Michelle Rota, and Comptroller Ashley Pires. I want to thank not only them, but all of our dedicated team who not only work on the development of this budget, but also all of our employees who work hard throughout the year on behalf of this Town. Your dedication, hard work, and commitment are important components of what makes this Town a special place.

Very similar to last year's budget process, which was difficult, this budget cycle has presented particularly daunting challenges in ensuring we submit a balanced budget aligned with community priorities, given limited revenue and increasing expenditures. While this fiscal climate is one that is not unique to Bridgewater, with many communities throughout the Commonwealth grappling with similar fiscal challenges, particular circumstances, such as the increased school appropriation for the preceding fiscal year, lagging new growth figures, compounded by infrastructure challenges, pose unique financial challenges that we work to address as part of this budget submission. Unlike many other cities and towns, which are proposing record-setting overrides for this fiscal year, this proposed budget does not seek an override for additional revenue.

Financial goals for this budget are laid out in the budget resolution approved by the Council. This budget meets those goals and allows the Town to navigate future financial challenges that may emerge without relying on unsustainable or one-time revenue sources. While we meet budget objectives, it is important to note this Town is at a financial crossroads. This budget ultimately results in reduced Town services and does not fully fund the Bridgewater-Raynham (B/R) School District's requested budget. The following are additional budget objectives for the FY27 budget.

FY2027 GENERAL FUND OPERATING BUDGET

Additional FY27 Town Manager's Budget Objectives

1. Maintain vital public services and limit operational impacts of reduced services as best as possible.
2. Maximize grant funding from federal, state, and other revenue resources to offset capital and general operating expenditures as best as possible.
3. Despite funding gaps, identify opportunities to invest in critical areas of need in Town operations.
4. Fund our educational partners to the best of our capability within the tax levy.
5. Ensure we are able to recruit and retain talented employees and promote a positive culture within the organization.
6. Preserve and maintain Town buildings, grounds, and infrastructure.
7. Budget prudently and plan for contingencies by adopting the following reserve objectives for FY 2027:
 - a. Unreserved Fund Balance (free cash) for FY 2027 will be targeted at 1% of the 2027 operating budget and used only for one-time expenditures such as capital improvements, capital equipment, unexpected or extraordinary expenses such as unbudgeted snow and ice removal expenses, and/or to meet the stabilization reserve policy objectives. While this percentage is lower than in preceding years, this flexibility allows us to allocate additional revenue to Town and school operations. Ultimately, this will affect the Town's free cash certification for the following fiscal year.
 - b. The Town's Stabilization Fund is our main financial reserve in the event of an emergency, unforeseen circumstances, or an extraordinary need. The Town's goal is to achieve and maintain a balance in the Stabilization Fund equal to 10.5% of its operating budget. This fund is one of the primary reserves that is considered as part of the Town's bond rating. With significant financing projects on the horizon, it is critical to maintain, or even improve, that rating, which ultimately leads to lower interest rates for proposed borrowing and thus reduced costs for taxpayers.

Building on last year's analysis, the Town of Bridgewater continues to demonstrate significantly lower per capita spending compared to its peer communities, especially in education, general government services, and public works. It reflects the community's general stance against proposed Proposition 2 ½ overrides, with the last successful passage of a Proposition 2 ½ override in 2010. Ultimately, the conservative spending nature of this Town has resulted in lower property tax rates compared to those of peer communities. The Town of Bridgewater has consistently embraced a "doing more with less" philosophy, and that is reflected in the work of dedicated employees in the school system and the town government. That will be reinforced by the organizational review conducted by the Collins Center on behalf of the Town, which will present its findings to the community at a forthcoming Town Council meeting.

FY2027 GENERAL FUND OPERATING BUDGET

Significant financial challenges we face this year include rising benefit costs, such as health insurance and retirement, and overall inflationary pressures across the budget. In addition, education expenses from all the districts we support, which amount to slightly over 72% of the total additional revenue, leaving only slightly under \$540,000 to fund all of our government services outside of education. This revenue shortfall for Town operational needs was exacerbated by the post-override supplemental appropriation to the B/R district in the preceding fiscal year, which allocated an additional \$849,000 to the district, including \$450,000 from a one-time revenue source. All of these factors contribute to the financial pressure that the Town faces.

The following financial principles set forth the framework for our overall fiscal and budget management of the Town of Bridgewater's resources and are designed to ensure the Town's sound financial condition, now and in the future. Sound financial condition is defined as:

- Cash Solvency- the ability to pay bills in a timely fashion
- Budgetary Solvency - the ability to annually balance the budget
- Long Term Solvency - the ability to pay for future costs
- Service Level Solvency - the ability to provide needed and desired services
- Reserve Solvency- the ability to adapt and respond to economic conditions
- Capital Solvency- the ability to assess, maintain, and replace our capital assets
- Bond Rating- maintain or improve current bond rating Aa3.

FY27 Revenues

There are four major revenue streams for the Town:

- Property Tax
- State Aid
- Local Receipts
- Other Available Funds

FY2027 GENERAL FUND OPERATING BUDGET

Property Tax:

- As allowed by Prop 2 ½, a 2.5% increase in real property taxes was factored which resulted in an increase of \$1,453,811. This is the maximum allowable without an operational general override.
- New growth is estimated at \$300,000. New growth is calculated by the Chief Assessor based on early analysis of building permit applications, completed construction projects, and local and national trends. The FY27 new growth estimate is lower than our FY26 estimate and continues a decline since FY22, when actual new growth was \$1,627,617. While there is still new growth, estimates may remain lower as the Town grapples with water and wastewater infrastructure challenges that may inhibit further growth.

State Aid:

- We are using the Governor’s “Cherry Sheet” estimates for state aid, which represent an increase of \$121,849 over the previous year, and an overall increase of 2.22%. The Governor’s proposed budget has been a historically predictable number and generally is not reduced by the legislature. While we’ve received no indication that the House and Senate will make any adjustments to these numbers, we are mindful that funds that typically flow from the federal government to the state may be in jeopardy in the coming months, and that, in turn, may impact the Town, and any economic slowdown may impact the revenue the Town may receive from the state.

Local Receipts:

- Local receipt estimates are based upon a detailed analysis of prior years’ actual receipts and the most current economic projections. These estimates require a delicate balance: increasing revenue is critical to funding expenses, but local receipts and conservative forecasting are major contributors to the Town’s free cash, which supports capital expenditures for both the school and the town, our stabilization fund, and other ancillary reserves. The major revenue streams for local receipts are:
 - Motor Vehicle Excise Tax
 - Other Excise Tax (Meals and Rooms)
 - Penalties and Interest
 - Licenses and Permits.

FY2027 GENERAL FUND OPERATING BUDGET

- For FY27, we have aggressively adjusted estimates for the growth of our local receipts, reflecting an increase of \$460,869 and an overall increase of 7.45% over the FY26 recap. Without these adjustments, the deficit the Town faced would be even more exorbitant and would have necessitated further reductions in funding for school and town operations. While we believe these estimates are justified, after a long and extensive review of estimates and actuals over the years, it is important to highlight that local receipts are the revenue stream most affected by economic conditions and by federal and state decisions.

Other Available Funds: *(Amounts transferred to the General Fund from Other Funds):*

- The Ambulance Reserve transfer represents the largest amount transferred into the General Fund. The Ambulance Reserve fund, supplements funding of the Fire Department budget, related to EMS services, which accounts for the majority of the demand on the Fire Department. For FY27, the transfer will be \$2,400,000, representing an increase of \$216,000 and a 9.9% increase over the preceding fiscal year. This aligns with Council decisions to augment overtime expenses with additional appropriations from the ambulance reserve. This reflects our analysis and projection that the ambulance service will continue to experience a stable revenue trend for FY27 and accounts for the additional expenses related to EMS services in the Town. Historically, Ambulance Reserve transfers represent approximately 30% of the total Fire Department budget. This year's transfer is expected to be just over 33.8% of its budget.

Summary

Total revenue in FY27 increased by \$2,051,516 or 2.55% over the FY26 recap.

FY2027 GENERAL FUND OPERATING BUDGET

FY27 Expenditures

There are seven major expenditure line items for the Town:

- General Government
- Public Safety
- DPW
- Health & Human Services
- Culture & Recreation
- Benefits
- Education

General Government:

- The proposed budget for FY27 reflects a reduction of \$229,648, which reflects a 5.24% decrease from the FY26 budget. Major drivers of this decrease include reduced employee hours, the removal of an IT Computer System Tech position in the IT Department, and the removal of the Assistant Town Planner position in the CED Department. These reductions in hours will impact services to residents and organizationally. Also, a vacant position for admin support was again removed from this budget for the Assessor's Department. Because of the increased workload and reduced hours for current staff, we are adjusting by reclassifying a Finance Generalist position to provide auxiliary support to the Finance Department. The increase in proposed exemptions/abatements will require additional permanent staffing within the Assessing Department. The Town reclassifies a Business Unit Analyst position as a Chief Procurement Officer/Grants Manager, which will help meet the growing need for procurement support across departments and further augment the Town's work in grant procurement and management.

Public Safety:

- The proposed budget for FY27 reflects a reduction of \$24,536, which reflects a 0.17% decrease from the FY26 budget. Major drivers of this decrease include the decision to keep the Captain position vacant for half the fiscal year and the elimination of cadets in the Police Department. The loss of Police cadets affects our dispatch operations, as those serving in this role support officers who answer E-911 calls, business phone lines, and assist visitors at the police station. There may be some situations where a police officer will need to be called in off the road to support what is already a busy 911 center. The Inspectional Services department's reduced hours will also affect residential services.

FY2027 GENERAL FUND OPERATING BUDGET

In the Fire Department, a reduction in OT funding contributes to a decrease in the budget. Operationally, we restore a firefighter position that was reduced in the previous budget for half the year, which should help offset the OT budget reduction. Ultimately, all of these departments require additional staffing to meet community needs; however, we have attempted to limit the impact of further reductions in public safety personnel.

DPW Department:

- The proposed budget for FY27 reflects a reduction of \$131,796, which reflects a 7.21% decrease from the FY26 budget. Major drivers of this decrease include a reduction of a Light Equipment Operator, a Heavy Equipment Operator, and a Highway administrative position, along with reductions in general expenses for the Highway Division. It's important to highlight that over the course of several years, the DPW department has continued to be downsized. This equates to a reduction in services for pothole repairs, roadwork, and other public works-related activities. The Town's roads and infrastructure are important, and the continued reduction of manpower and support within the department has negative consequences.

Health & Human Services

- The proposed budget for FY27 reflects a reduction of \$49,600, which reflects an 8.74% decrease from the FY26 budget. This portion of the Town's budget funds the Health Department, Council on Aging, and the Veterans' Agent services. Major drivers of this decrease include reduced employee hours. Despite making small expense-related reductions in these departments, we have attempted to level funding these departments as best as possible. Ultimately, the reduction in employees' hours will leave less time available to serve the community, with hours being affected for the Senior Center, for example.

Culture & Recreation

- The proposed budget for FY27 reflects a reduction of \$116,411, which reflects a 11.28% decrease from the FY26 budget. This portion of the budget comprises the Library and the Recreation Department's. Major drivers of this decrease include reduced employee hours and a significant amount of Recreation-related expenses charged off to the Recreation Revolving Fund, which is directly associated with much of this work. The ramifications of Library reductions, for example, will include reduced service hours for the community, as well as the potential for lost state aid and a loss of certification for the Library.

FY2027 GENERAL FUND OPERATING BUDGET

Ultimately, the Town will do whatever we can to avoid this from occurring. Furthermore, in the Recreation Department, there is a need for additional hours for our Park Steward, who currently only works 17 hours a week, as more of a demand and desire for more recreational opportunities, both passive and active, continue to rise; additional funding support for that department is required.

Employee Benefits:

- The proposed budget for FY27 reflects an increase of \$1,113,292, which reflects a 10.54% increase from the FY26 budget. This includes the Retirement Assessment, Medical, Life, Workers Compensation, MGL c. 111F, and FMLA obligations. Our retirement assessment increased by 7.26%, and our health insurance rate estimates are up by 10%.

Education:

- The proposed budget for FY27 reflects an increase of \$1,479,624, which reflects a 3.43% increase from the FY26 budget. The major driver of this increase is the appropriation to the B/R School District, which reflects an increase of \$1,282,888, which reflects a 3.62% increase from the FY26 budget. This appropriation does not meet the budget certified by the B/R Regional District, which would require an additional \$2,689,372 from the Town in FY27. While the District has demonstrated the need for these funds to provide the quality education that children deserve and that many expect, the Town is unable to meet that appropriation request without significantly deeper reductions in Town services within the tax levy. For context, if the Town were to completely close the Library, reduce 9 patrol officers and 9 firefighters from the budget, we would still be unable to meet the certified budget appropriation request from the district. The proposed increase is based on a revenue-sharing model that allocates revenue proportionally. It is important to note that the operational assessments levied on the two regional towns, Bridgewater and Raynham, constitute only a portion of the total regional budget. State chapter 70 aid makes up most of the remaining funding. Yet, for this fiscal year, the B/R district sees a net revenue loss in Ch. 70 funding compared to the last fiscal year's budget due to lower enrollment figures. Simply, the state is not properly funding our school district, and the burden of additional funding falls on the taxpayers of these respective districts to meet the school's needs. Of the three major funding sources for the B/R District budget (Bridgewater, Raynham, and the state), Bridgewater remains the largest contributor. To meet the budget certified by the School Committee, a tax-levy override vote would be required for FY27, without draconian reductions that would severely hamper Town operations.

FY2027 GENERAL FUND OPERATING BUDGET

- Assessments for out-of-district vocational students are steadily increasing year to year due to enrollment increases. Bristol Agricultural School's assessment and transportation costs for 17 students are estimated to be \$683,159, and Bristol Plymouth's assessment and transportation costs are estimated to be \$2,403,083 for 177 students. This represents a 9.76% increase in tuition costs or \$213,604 for Bridgewater over FY2026. We base the increase on actual applications received from Norfolk and Bristol in March. The increases in transportation costs have been unsustainable; however, we are hopeful that the state will address this need in FY2027.
- Norfolk Agricultural Vo-Tech school assessment is estimated to be \$183,864 based on communication with the district.
- There is a student also accepted in South Shore Vo-Tech with tuition of \$25,000.

Summary

Total expenditures in FY27 represent an increase of \$1,967,487 and an overall increase of 2.49% over the FY26 recap.

Conclusion

Operating under the premise that a budget is a statement of a community's values. This budget reflects a commitment to fund our education and public safety services to the extent possible within our existing tax levy. However, many will be disappointed by the reduction in services due to reduced employee hours, the elimination of some positions, and the inability to continue filling some of our vacant positions. I am disappointed that we have to take these measures, but it is my duty to present a balanced budget that is fiscally sustainable for the Town, and my proposed budget is my best attempt to do so.

The decisions associated with this budget are difficult, particularly regarding the sacrifices many of our dedicated employees must make. Over the course of these two fiscal years, employees will have accepted lower COLA increases, and ultimately, most non-public safety employees will have their hours reduced by 5 hours a week in the forthcoming fiscal year. Not only does this have a significant financial impact on our employees, but it also affects our ability to recruit and retain talented employees, and ultimately, it directly affects the community, as these reductions in hours will necessitate reduced hours at Town Hall, the Library, and the Senior center, and an overall reduction in the services we provide to the community.

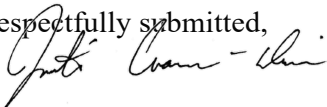
FY2027 GENERAL FUND OPERATING BUDGET

It is my hope that the readers of this budget message have reached the same conclusion that staff did about FY26, which is that this budget falls short of meeting the needs of the community, and in fact, without additional revenues, our B/R School District, as well as many of our community-focused departments, will take a step backward. This budget respects the voters' sentiment against supporting a Proposition 2 ½ override and seeks to deliver the best possible services within our existing tax levy.

While we meet the requirement of presenting a balanced budget, it has required extremely difficult decisions, tough choices, and focused investment in certain key areas of our budget. This budget does not fully fund the budget certified by the B/R School Committee; and ultimately, I don't believe it meets the demands of the community but operating within the framework of not relying upon one-time sources of funds or financial decisions that disrupts the financial stability and financial future of the Town, this is the most prudent budget that I can present to the Council and the community. Our disciplined approach, based on fundamental budgeting principles, has enabled us to avoid relying on our reserves; even if we were to do so, they would be insufficient to meet the needs presented this year while maintaining our rainy-day funds for other unanticipated expenses. Dipping into these funds would be highly irresponsible and would unravel the years of financial diligence and prudence the Town has pursued to achieve financial stability.

Ultimately, keeping Bridgewater moving forward in an effort to make it an even better place for all who call this wonderful community home requires financial prudence, sustainable budgetary practices, sensible investment, and ultimately an acknowledgment that our revenues must increase unless we are willing to further sacrifice the level of services the Town receives now, and will receive in the forthcoming fiscal year. The Town Manager in Bridgewater is responsible for preparing and submitting a balanced budget and administering the programs and services outlined in that budget. This is a responsibility that I take very seriously and one that has to focus not only on the forthcoming fiscal year but on the future as well. I look forward to working with the Council, the Finance Committee, the B/R School District, our employees, and the community this year and in the years to come as we financially plan for the future of Bridgewater.

Respectfully submitted,



Justin Casanova-Davis, Town Manager

SIGNIFICANT FY2027 TOWN BUDGET ADJUSTMENTS

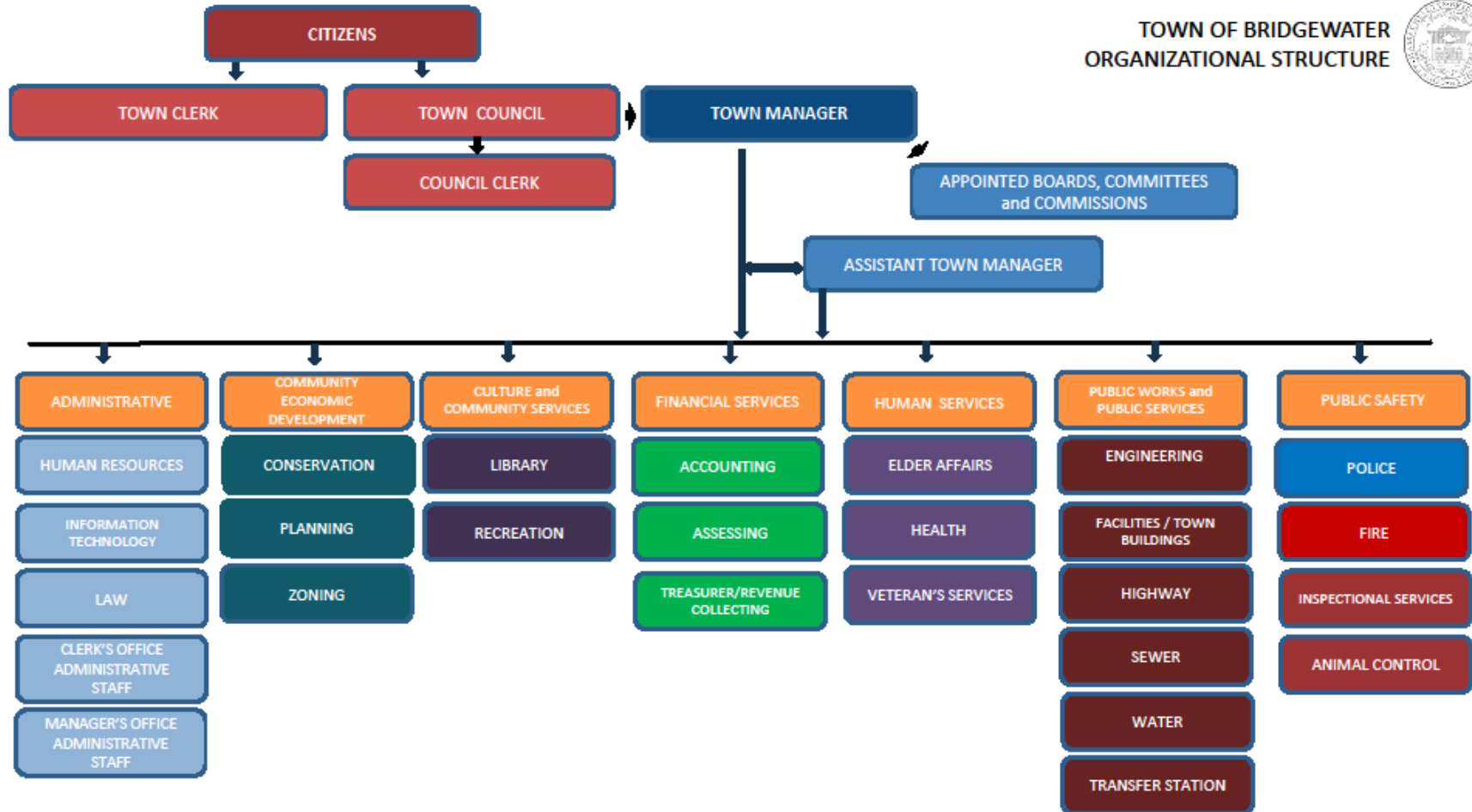
Description	Department	Financial Impact
Salary/Wages/Expense Reductions		
Reduction of current employee hours		\$ 561,828
Reduction of OT	Fire	\$ 75,229
Contracted Tree Work	DPW/Highway	\$ 55,000
Recreation Salaries charged to RecRevolving	Recreation	\$ 27,594
		\$ 157,823
Positions not Filled		
ADMIN ASST	Assessing	\$ 37,405
ASST TOWN PLANNER	CED	\$ 80,470
IT COMPUTER SYSTEM TECH	IT	\$ 71,839
CAPTAIN	Police	\$ 91,640
POLICE CADET (2)	Police	\$ 87,696
LT EQUIP OPERATOR	DPW/Highway	\$ 48,817
HVY EQUIP OPERATOR	DPW/Highway	\$ 65,931
EXECUTIVE ASSIST HWY	DPW/Highway	\$ 87,477
PT STAFF (2)	Library	\$ 27,786
ARCHIVIST	Library	\$ 32,088
TOTAL		\$ 631,149
Position(s) Added		
FIREFIGHTER	Fire	\$ 37,099



Revenue Summary	FY2025 Adjusted for Recap	FY2026 Adjusted for Recap	FY2027 Proposed Budget	Difference +/- 27>26	Percentage +/- 27>26
Property Tax Levy Total (including DE)	60,428,383	63,774,767	65,497,693	1,722,926	2.70%
1. Chapter 70	139,434	190,196	190,196	0	0.00%
2. Unrestricted General Government	4,484,718	4,534,050	4,647,135	113,085	2.49%
3. Veterans Benefits (Reimbursable @ 75%)	40,904	73,050	60,253	(12,797)	-17.52%
4. Exemptions: (Veterans, Blind, Surviving Spouse, Elderly)	92,003	163,768	165,026	1,258	0.77%
5. State Owned Land	733,504	767,974	788,277	20,303	2.64%
7. Public Libraries	84,263	81,265	82,366	1,101	1.35%
9. Cherry Sheet Offsets Public Libraries:	(84,263)	(81,265)	(82,366)	(1,101)	1.35%
State Aid Total	5,490,563	5,729,038	5,850,887	121,849	2.13%
01. MVE	3,750,000	4,037,500	4,250,000	212,500	5.26%
02. Other Excise (Meals, Room, Boat)	437,000	558,850	625,000	66,150	11.84%
03. Penalties & Interest On Taxes & Excise	250,000	250,000	250,000	0	0.00%
04. Payment in Lieu of Taxes	5,042	5,042	5,042	0	0.00%
10. Fees	206,000	213,210	213,210	0	0.00%
11. Rentals	9,000	9,000	10,500	1,500	16.67%
12. Departmental Revenue-Schools	42,000	35,000	35,000	0	0.00%
16. Other Departmental Revenue	50,000	50,000	50,000	0	0.00%
17. Licenses & Permits	623,387	693,898	750,000	56,102	8.09%
19. Fines & Forfeits	32,000	32,000	32,000	0	0.00%
20. Investment Income	175,702	300,000	425,000	125,000	41.67%
21. Miscellaneous Recurring	4,394	4,010	3,627	(383)	-9.55%
Local Receipts Total	5,584,525	6,188,510	6,649,379	460,869	7.45%
Transfers-In/Other Available Funds	3,885,294	4,838,596	4,584,468	(254,128)	-5.25%
TOTAL REVENUES	75,388,765	80,530,911	82,582,427	2,051,516	2.55%

Expenditure Summary	FY2025 Adjusted for Recap	FY2026 Adjusted for Recap	FY2027 Proposed Budget	Difference +/- 27>26	Percentage +/- 27>26
100-General Gov't Departments	(4,511,733)	(4,383,710)	(4,154,062)	229,648	-5.24%
200-Public Safety / Inspectional Services	(14,316,460)	(14,555,814)	(14,531,278)	24,536	-0.17%
300-B/R Excludable Debt Service	(3,745,526)	(3,565,924)	(3,449,120)	116,804	-3.28%
300-B/R Regional School District - Operating Budget	(33,083,571)	(35,478,103)	(36,760,991)	(1,282,888)	3.62%
301-Bristol Agricultural School Transportation	(200,000)	(210,000)	(180,000)	30,000	-14.29%
301-Bristol Agricultural School Tuition	(365,369)	(562,381)	(503,159)	59,222	-10.53%
302-Bristol Plymouth School Debt	(297,034)	(903,333)	(1,061,520)	(158,187)	17.51%
302-Bristol Plymouth School Tuition	(1,886,774)	(2,189,479)	(2,403,083)	(213,604)	9.76%
303-Norfolk County AGI School Student Tuition	(202,646)	(183,211)	(183,864)	(653)	0.36%
303-Norfolk County AGI School Transportation	(80,650)	(84,683)	(90,000)	(5,318)	6.28%
304-South Shore Vo-Tech HS Tuition	0	0	(25,000)	(25,000)	0.00%
400-Roadways / Street Lights / Engineering / Snow & Ice	(1,933,898)	(1,827,713)	(1,695,917)	131,796	-7.21%
500-Health & Human Services	(584,260)	(567,348)	(517,748)	49,600	-8.74%
600-Culture & Recreation	(1,037,457)	(1,032,291)	(915,880)	116,411	-11.28%
700-Debt Elm Street	(381,313)	(368,813)	(356,312)	12,501	-3.39%
700-Debt Exclusion	(713,484)	(1,652,200)	(1,642,525)	9,675	-0.59%
700-Debt Title V	(128,696)	(128,326)	(107,957)	20,369	-15.87%
700-Debt Within Levy	(48,338)	(36,405)	0	36,405	-100.00%
700-OSLGC	(37,160)	(30,391)	(27,690)	2,701	-8.89%
700-Short-Term Interest	(86,418)	0	0	0	0.00%
800-County Assessments	(69,782)	(74,777)	(74,777)	0	0.00%
800-State Assessments	(163,570)	(175,718)	(185,201)	(9,483)	5.40%
800-Transportation Assessments	(214,578)	(219,701)	(222,086)	(2,385)	1.09%
900-Benefits & Insurances	(9,939,598)	(10,892,380)	(12,013,887)	(1,121,507)	10.30%
900-Gas & Oil	(240,000)	(241,000)	(241,000)	0	0.00%
999-Snow and Ice to be raised	(255,850)	(370,873)	(500,000)	(129,127)	34.82%
999-Misc. OITBR - Tax Title Budget/Memorial Building	(167,971)	(75,000)	0	75,000	-100.00%
999-DIF to be Transferred to DIF Fund	(696,629)	(721,337)	(739,370)	(18,033)	2.50%
TOTAL EXPENDITURES	(75,388,765)	(80,530,911)	(82,582,427)	(2,051,517)	2.55%

TOWN OF BRIDGEWATER
ORGANIZATIONAL STRUCTURE



Bridgewater:

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

Town of Bridgewater Personnel Summary

FY 2024 - 2027

FTE = Full Time Equivalents

DEPT.	Department Name	2024 FTE	2025 FTE	2026 FTE	2027 FTE
111	TOWN COUNCIL	1.00	1.00	1.00	1.00
123	TOWN MANAGER	4.00	4.00	4.00	3.70
135	ACCOUNTANT	3.68	3.68	4.68	4.30
141	ASSESSORS	2.54	2.54	2.00	1.86
145	TREASURER/COLLECTOR	5.46	5.46	5.00	4.71
152	HUMAN RESOURCES	1.50	2.00	1.00	1.00
155	INFORMATION TECHN	3.00	3.00	3.00	2.00
161	TOWN CLERK	3.00	3.00	3.00	2.71
182	CED	4.00	4.00	3.50	2.50
192	TOWN BUILDINGS	0.50	0.50	0.50	0.78
210	POLICE	50.00	50.00	48.00	47.50
220	FIRE	55.00	55.00	53.62	54.06
240	INSPECTIONAL SERVICES	5.00	5.00	4.00	3.71
292	ANIMAL CONTROL	1.48	1.48	0.00	0.00
410	TOWN ENGINEER/DPW	3.00	3.00	0.80	0.66
420	HIGHWAY DEPARTMENT	15.07	15.07	14.07	12.24
510	HEALTH	2.00	2.00	1.71	1.57
541	COUNCIL ON AGING	3.40	3.40	3.40	3.19
543	VETERANS SERVICES	0.51	1.00	1.00	1.00
610	LIBRARY	8.27	8.27	8.27	6.77
630	RECREATION	3.35	3.27	3.27	2.73
Total		175.76	176.67	165.82	157.99



SOURCES AND USES OF FUNDS

Town of Bridgewater Sources & Uses of Funds	FY 2026 Recap		FY 2027 Town Manager Recommended Budget	
	Amount	Total	Amount	Total
General Fund Sources of Funds:				
Property Taxes				
Prior Levy Limit	56,225,606		58,152,438	
Amended New Growth	13		0	
2.5% Increase	1,405,640		1,453,811	
New Growth - per LA 13	521,178		300,000	
Total Levy Limit		58,152,438		59,906,249
Debt Exclusion:				
Town Excludable Debt Actual	1,652,200		1,642,525	
Adj. Excludable Debt - Premium Amort.	(4,010)		(3,627)	
Bristol Plymouth	903,333		1,061,520	
B/R Regional	3,565,924		3,449,120	
Total Debt Exclusion		6,117,447		6,149,538
Excess Capacity - Rounding		(42,613)		(25,627)
Allowances for Abatements & Exemptions		(452,504)		(532,467)
Total Property Taxes NO Allowances - Balance to Levy Recap				
Total Property Taxes		63,774,767		65,497,693
State Receipts				
Chapter 70	190,196		190,196	
Unrestricted General Government	4,534,050		4,647,135	
Veterans Benefits (Reimb. @ 75%)	73,050		60,253	
Exemptions: State Share	163,768		165,026	
State Owned Land	767,974		788,277	
Public Libraries	81,265		82,366	
Public Libraries Offset	(81,265)		(82,366)	
Total State Receipts		5,729,038		5,850,887
Local Receipts				
Line 1: MVE	4,037,500		4,250,000	
Line 2.: Other Excise-Meals/Rooms/Boat	558,850		625,000	
Line 3: P & I On Taxes & Excise: Property/Tax Title/MVE	250,000		250,000	
Line 4: Payment in Lieu of Taxes (BHS/SSR)	5,042		5,042	
Line 10.0: Fees-Annual (Mobil Home/Tattoo)	32,085		32,085	
Line 10: Fees-Variable (Septic/MV Registry/MLC'S)	181,125		181,125	
Line 11: Rentals: American Tower/VFW	9,000		10,500	
Line 12: Other Intergov't - B/R School	35,000		35,000	
Line 16: Other Departmental Revenue (PB/ZBA)	50,000		50,000	
Line 17: Licenses & Permits	693,898		750,000	
Line 19: Fines & Forfeits (Parking)	32,000		32,000	
Line 20: Investment Income	300,000		425,000	
Line 22: Misc. Revenue-Amortized Reimb/DE-1 Academy Bldg Capital	4,010		3,627	
Total Local Receipts		6,188,510		6,649,379
Transfers/Reserves				
E/F: WTR/SWR/Transfer - GF Overhead	727,457		725,199	
S/R: RRA-Ambulance	2,184,000		2,400,000	
S/R: RRA-Conservation-Adm.	30,000		25,000	
S/R: Title V	128,326		107,957	
S/R: Elm Street DIF	768,813		706,312	
Other Available Funds (Energy)	150,000		220,000	
Other Available Funds	450,000		0	
Other Available Funds (OSLGC)	400,000		400,000	
Total Transfers/Reserves		4,838,596		4,584,468
Total Source of Funds:		80,530,911		82,582,427

Town of Bridgewater Sources & Uses of Funds	FY 2026 Recap		FY 2027 Town Manager Recommended Budget	
	Amount	Total	Amount	Total
General Fund Uses of Funds:				
Town Operating & Debt Service Budgets:				
100-General Gov't Departments	4,383,710		4,154,062	
200-Public Safety / Inspectional Services	14,555,814		14,531,278	
400-Roadways / Street Lights / Snow & Ice / Engineering	1,827,713		1,695,917	
500-Health & Human Services	567,348		517,748	
600-Culture & Recreation	1,032,291		915,880	
700-Debt Exclusion	1,652,200		1,642,525	
700-Debt - Title V	128,326		107,957	
700-Debt - Within Levy - Matured 2026	36,405		0	
700-Debt - Elm Street DIF	368,813		356,312	
700-Debt - OSLGC	30,391		27,690	
911-919-Benefits	10,560,595		11,673,887	
945-Liability Insurance	331,785		340,000	
950-Gas & Oil	241,000		241,000	
Total General Fund Operating Budgets		35,716,392		36,204,256
School Operating & Debt Service Budgets				
300-B/R Regional School District	35,478,103		36,760,991	
300-B/R Excludable Debt Service	3,565,924		3,449,120	
301-Bristol Agricultural School Tuition/Debt Assessment	562,381		503,159	
301-Bristol Agricultural School Out of District Transportation	210,000		180,000	
302-Bristol Plymouth Regional Technical School Tuition/Transportation/Capital	2,189,479		2,403,083	
302-Bristol Plymouth Regional Technical School Debt Service	903,333		1,061,520	
303-Norfolk County AGI School Tuition	183,211		183,864	
303-Norfolk County AGI Out of District School Trans.	84,683		90,000	
304-South Shore Vo-Tech HS Out of District School	0		25,000	
Total Education		43,177,114		44,656,737
Total General Fund Operating Budgets		78,893,505		80,860,993
State & County Tax-OITBR (Other Items To Be Raised)				
820-State Assessments	175,718		185,201	
820-Transportation Assessments	219,701		222,086	
830-County Assessments	74,777		74,777	
Total State & County Charges		470,196		482,064
Cherry Sheet Offsets / Misc. OITBR / S&I Deficit				
Misc. OITBR - Tax Title Budget	75,000		0	
DIF TO BE TRANSFERED OUT	721,337		739,370	
Snow & Ice Deficits	370,873		500,000	
Total Cherry Sheet Offsets & OITBR		1,167,210		1,239,370
Total Use of Funds:		80,530,911		82,582,427
Variance: Surplus / (Deficit)		0		(0)



GENERAL FUND BUDGET ORDER



Bridgewater Town Council

Introduced By: Town Manager
 Date Introduced: 4/14/2026
 First Reading: 4/14/2026
 Second Reading:
 Amendments Adopted:
 Third Reading:
 Date Adopted:
 Date Effective:

Budget Order O-FY27-001: FY2027 Annual Town Budget

Ordered that to provide for the payment of certain expenses of the Town for the fiscal year ending June 30, 2027;

The town will raise and appropriate and vote into tax, to be assessed per law and/or appropriate and transfer from the following available funds:

Ambulance Receipts Reserved for Appropriation amount	\$2,400,000
Special Revenue Fund Title V amount of	\$107,957
Enterprise Funds amount of	\$725,199
Conservation Receipts Reserved for Approp amount of	\$25,000
Special Revenue Fund Energy the amount of	\$220,000
Special Revenue Fund Elm Street DIF amount of	\$706,312
Golf Receipts Reserved for Appropriation amount of	\$400,000
Other Financing Source Total	\$4,584,468

For the operation of the Town and further that such appropriation in the sum of **\$76,276,525** be for personal services, general expenses, principal and interest, for such purposes, each department and group being considered a separate appropriation as shown attached.

Committee Referrals and Dispositions:

NOT FOR ACTION - FIRST READING

VOICE VOTE TO REFER TO BUDGET & FINANCE AND FINANCE COMMITTEE

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

Attachments: 1. Copy of Order O-FY27-001 - FY2027 Annual Town Budget - 04.14.20262

**Town of Bridgewater
Town Manager's
FY 2027 General Fund Operating Budget
04/14/26**

DEPT #	DEPARTMENT	GROUP	GROUP DESCRIPTION	Sum of FY 2027 TM BUDGET
111	TOWN COUNCIL	1.0	SLRY/WGS/BNFTS	64,431
		2.0	EXPENSES	9,800
	TOWN COUNCIL Total			74,231
123	TOWN MANAGER	1.0	SLRY/WGS/BNFTS	493,025
		2.0	EXPENSES	48,147
	TOWN MANAGER Total			541,172
132	RESERVE FUND	2.0	EXPENSES	60,000
	RESERVE FUND Total			60,000
135	ACCOUNTANT	1.0	SLRY/WGS/BNFTS	512,929
		2.0	EXPENSES	67,500
	ACCOUNTANT Total			580,429
141	ASSESSORS	1.0	SLRY/WGS/BNFTS	191,663
		2.0	EXPENSES	75,054
	ASSESSORS Total			266,717
145	TREASURER	1.0	SLRY/WGS/BNFTS	360,181
		2.0	EXPENSES	54,900
	TREASURER Total			415,081
151	LAW	1.0	SLRY/WGS/BNFTS	109,238
		2.0	EXPENSES	30,330
	LAW Total			139,568
152	HUMAN RESOURCES	1.0	SLRY/WGS/BNFTS	85,177
		2.0	EXPENSES	38,600
	HUMAN RESOURCES Total			123,777
155	IT	1.0	SLRY/WGS/BNFTS	230,653
		2.0	EXPENSES	476,503
	IT Total			707,156
161	TOWN CLERK	1.0	SLRY/WGS/BNFTS	204,716
		2.0	EXPENSES	108,100
	TOWN CLERK Total			312,816
166	PARKING	1.0	SLRY/WGS/BNFTS	10,000
		2.0	EXPENSES	750
	PARKING Total			10,750
182	CED	1.0	SLRY/WGS/BNFTS	228,224
		2.0	EXPENSES	24,445
	CED Total			252,669
192	TOWN BUILDINGS	1.0	SLRY/WGS/BNFTS	57,847
		2.0	EXPENSES	611,846
	TOWN BUILDINGS Total			669,693
210	POLICE	1.0	SLRY / WGS / BNFTS	6,730,868
		2.0	EXPENSES	297,801
	POLICE Total			7,028,669
220	FIRE	1.0	SALRY / WGS / BENFT	6,716,846
		2.0	EXPENSES	373,498
	FIRE Total			7,090,344

**Town of Bridgewater
Town Manager's
FY 2027 General Fund Operating Budget
04/14/26**

DEPT #	DEPARTMENT	GROUP	GROUP DESCRIPTION	Sum of FY 2027 TM BUDGET
240	INSPECTIONAL SVCS	1.0	SLRY/WGS/BNFTS	331,016
		2.0	EXPENSES	8,750
	INSPECTIONAL SVCS Total			339,766
292	ANIMAL CONTROL	2.0	EXPENSES	72,500
	ANIMAL CONTROL Total			72,500
300	B/R REGIONAL DIST	2.0	EXPENSES	40,210,111
	B/R REGIONAL DIST Total			40,210,111
301	BRISTOL AGRICULTURAL	2.0	EXPENSES	683,159
	BRISTOL AGRICULTURAL Total			683,159
302	BRISTOL PLYMOUTH	2.0	EXPENSES	3,464,603
	BRISTOL PLYMOUTH Total			3,464,603
303	NORFOLK CNTY AGI	2.0	EXPENSES	273,864
	NORFOLK CNTY AGI Total			273,864
304	SOUTH SHORE VO-TECH	2.0	EXPENSES	25,000
	SOUTH SHORE VO-TECH Total			25,000
410	TOWN ENGINEER	1.0	SLRY/WGS/BNFTS	63,799
		2.0	EXPENSES	14,875
	TOWN ENGINEER Total			78,674
420	HWY DEPARTMENT	1.0	SLRY/WGS/BNFTS	987,043
		2.0	EXPENSES	470,100
	HWY DEPARTMENT Total			1,457,143
421	SNOW & ICE	1.0	SLRY/WGS/BNFTS	41,000
		2.0	EXPENSES	41,100
	SNOW & ICE Total			82,100
424	STREET LIGHTING	2.0	EXPENSES	78,000
	STREET LIGHTING Total			78,000
510	HEALTH DEPT	1.0	SLRY/WGS/BNFTS	117,540
		2.0	EXPENSES	16,300
	HEALTH DEPT Total			133,840
541	COUNCIL ON AGING	1.0	SLRY/WGS/BNFTS	222,089
		2.0	EXPENSES	7,550
	COUNCIL ON AGING Total			229,639
543	VETERANS AGENT	1.0	SLRY/WGS/BNFTS	71,119
		2.0	EXPENSES	83,150
	VETERANS AGENT Total			154,269
610	LIBRARY	1.0	SLRY/WGS/BNFTS	478,443
		2.0	EXPENSES	199,034
	LIBRARY Total			677,477
630	RECREATION	1.0	SLRY/WGS/BNFTS	176,850
		2.0	EXPENSES	61,553
	RECREATION Total			238,403
710	DEBT PRINCIPAL	4.0	DE: DEBT SERVICE	675,000
		4.2	TTLV: DEBT SERVICE	101,157
		4.3	DEBT SERVICE	276,000
	DEBT PRINCIPAL Total			1,052,157

**Town of Bridgewater
Town Manager's
FY 2027 General Fund Operating Budget
04/14/26**

DEPT #	DEPARTMENT	GROUP	GROUP DESCRIPTION	Sum of FY 2027 TM BUDGET
751	INTEREST ON LTD	4.0	DE: DEBT SERVICE	967,525
		4.2	TTLV: DEBT SERVICE	6,800
		4.3	DEBT SERVICE	108,003
	INTEREST ON LTD Total			1,082,328
820	STATE & COUNTY ASSESSMENTS	2.0	EXPENSES	407,287
	STATE & COUNTY ASSESSMENTS Total			407,287
830	COUNTY ASSESSMENTS	2.0	EXPENSES	74,777
	COUNTY ASSESSMENTS Total			74,777
911	RETIREMENT	1.0	SLRY/WGS/BNFTS	6,319,168
	RETIREMENT Total			6,319,168
912	WORKERS COMP	1.0	SLRY/WGS/BNFTS	145,000
	WORKERS COMP Total			145,000
913	UNEMPLOYMENT	1.0	SLRY/WGS/BNFTS	50,000
	UNEMPLOYMENT Total			50,000
914	MED/LIFE/FICA	1.0	SLRY/WGS/BNFTS	5,135,219
	MED/LIFE/FICA Total			5,135,219
919	OTHER BENEFITS	1.0	SLRY/WGS/BNFTS	5,000
		2.0	EXPENSES	19,500
	OTHER BENEFITS Total			24,500
945	LIABILITY INSURANCE	2.0	EXPENSES	340,000
	LIABILITY INSURANCE Total			340,000
950	VEHICLE MAINTENANCE	2.0	EXPENSES	5,000
	VEHICLE MAINTENANCE Total			5,000
	GAS & OIL FOR TOWN VEHICLES	2.0	EXPENSES	236,000
	GAS & OIL FOR TOWN VEHICLES Total			236,000
				81,343,056
Adjust for State/County Charges				(482,063)
				80,860,993



GENERAL GOVERNMENT BUDGET

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	2,809,219
FY 2026 Adjusted Expense Budget	1,574,787
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
111	TOWN COUNCIL	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	TOWN COUNCIL CLERK	579	70,981	64,431
			SLRY/WGS/BNFTS Total						70,981	64,431
		2	EXPENSES	530022	ADVERTISING	1	ADVERTISING	-	6,500	6,500
				542000	OFFICE SUPPLIES	2	OFFICE SUPPLIES	-	200	200
				570000	OTHER EXPENSES	3	OTHER EXPENSES	-	600	600
				571500	CONFERENCES/SEMINARS	4	CONFERENCE/SEMINARS	-	3,000	2,500
			EXPENSES Total						10,300	9,800
	TOWN COUNCIL Total								81,281	74,231
123	TOWN MANAGER	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	TOWN MANAGER	193	220,846	
							TOWN MANAGER	721		224,159
						2	ASST TOWN MANAGER	73	160,615	144,015
							POST OVERRIDE ADJUSTMENT	73	(41,115)	
						4	EXECUTIVE ASST	986	66,348	
							POST OVERRIDE ADJUSTMENT	986	(11,374)	
							EXECUTIVE ASST/AGGREGATION COORD	729		55,381
						5	EXECUTIVE ASST/COMMITTEE	296	62,108	60,745
				511002	PART TIME WAGES	1	ADMIN CLERK	-	500	-
				517000	FRINGE BENEFITS	1	LIFE INSURANCE	721	-	2,000
						2	DEFERRED COMPENSATION	193	-	
							DEFERRED COMPENSATION	721	4,100	6,725
			SLRY/WGS/BNFTS Total						462,029	493,025
		2	EXPENSES	530000	PROFESSIONAL SERVICES	1	PROF TECH	-	5,000	-
				530001	PROFESS & TECHNICAL SVS	2	PUBLIC RELATIONS/WEBSITE HOSTING	-	24,000	27,000
				530022	ADVERTISING	3	PROCUREMENT NOTICES	-	1,000	
				534000	POSTAGE	4	TOWN POSTAGE	-	4,947	
						5	TOWN POSTAGE	-		4,947
				542000	OFFICE SUPPLIES	5	OFFICE SUPPLIES	-	2,000	1,800
				560000	INTERGOVERNMTL EXPENSES	6	INTERGOV EXPENSES	-	4,100	
						7	INTERGOV EXPENSES	-		4,100
				570010	IN-STATE TRAVEL	7	IN-STATE TRAVEL	-	250	-
				571002	MILEAGE	8	MILEAGE	-	200	200
				571500	CONFERENCES/SEMINARS	9	CONFERENCE/SEMINARS	-	5,000	4,500
				573000	DUES/MEMBERSHIPS	10	DUES & MEMBERSHIP FEES	-	5,000	5,600
			EXPENSES Total						51,497	48,147
	TOWN MANAGER Total								513,526	541,172
132	RESERVE FUND	2	EXPENSES	578012	RESERVE FUND	1	UNFORSEEN EXPENSES	-	60,000	60,000
			EXPENSES Total						60,000	60,000
	RESERVE FUND Total								60,000	60,000

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	2,809,219
FY 2026 Adjusted Expense Budget	1,574,787
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
133	FINANCIAL ADMINISTRATION	1	SLRY/WGS/BNFTS	510020	WAGE ADJUSTMENTS CBA	1	WAGE ADJ	-	507,567	
					CONTRACT SETTLEMENT & BUA	1	CONTRACT SETTLEMENT & BUA	-	(507,567)	
			SLRY/WGS/BNFTS Total							-
	FINANCIAL ADMINISTRATION Total									
										-
135	ACCOUNTANT	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	FIN DIRECTOR	278	163,355	165,423
						3	COMPTROLLER	523	115,677	107,564
						4	ASST TOWN ACCOUNTANT	324	108,446	96,038
						5	BUSINESS UNIT ANALYST	586	14,748	
							BUS UNIT ANALYST/PROCURE/GRANT	586		17,411
						6	PAYROLL & BENEFITS SPEC	654	92,206	85,739
				514600	LONGEVITY	2	FIN TECHNICIAN	157	36,126	36,563
						4	ASST TOWN ACCOUNTANT	324	723	731
				517000	OTHER BENEFITS	1	LIFE & DISABLTY BNFT	278	2,500	2,500
			SLRY/WGS/BNFTS Total						533,780	512,929
		2	EXPENSES	530000	PROFESSIONAL SERVICES	1	GASB 34/75 ACTUARIAL	-	9,000	-
					AUDIT SERVICES	2	ANNUAL AUDIT SERVICES	-	50,000	60,000
				530008	TRAINING & EDUCATION	3	TRAINING & EDUCATION	-	1,500	1,500
				530022	ADVERTISING	4	PROCUREMENT NOTICES	-		1,000
				542000	OFFICE SUPPLIES	5	GENERAL OFFICE SUPPLIES	-	1,500	1,000
				570010	IN-STATE TRAVEL	6	CONFERENCES/SEMINARS	-	2,600	1,000
				571500	CONFERENCES/SEMINARS	7	CONFERENCES/SEMINARS	-	2,500	1,000
				573000	DUES/MEMBERSHIPS	8	DUES & MEMBERSHIPS	-	2,000	2,000
			EXPENSES Total						69,100	67,500
	ACCOUNTANT Total									
									602,880	580,429
141	ASSESSORS	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	CHIEF ASSESSOR	108	127,365	118,320
						2	ASST ASSESSOR	141	74,990	66,618
						4	ADMIN ASST-ASSESSOR	988	35,247	
							POST OVERRIDE ADJUSTMENT	988	(35,247)	
				514600	LONGEVITY	1	CHIEF ASSESSOR	108	3,474	3,227
						2	ASST ASSESSOR	141	1,500	1,999
				519006	STIPENDS	1	BOA: STIPENDS	-	1,500	1,500
			SLRY/WGS/BNFTS Total						208,829	191,663
		2	EXPENSES	524000	SOFTWARE MAINTENANCE	1	MAINTENANCE AGREEMENTS	-	14,960	15,454
				524007	EQUIPMENT MAINTENANCE	2	OFFICE EQUIPMENT	-	200	-
				529010	MAPS AND CHARTS	3	PRINTING	-	8,000	5,600
				530000	PROFESSIONAL SERVICES	4	VALUATION	-	48,500	48,500
							VALUATION COSTAR	-	7,110	-

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	<u>2,809,219</u>
FY 2026 Adjusted Expense Budget	<u>1,574,787</u>
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027			
141	ASSESSORS	2	EXPENSES	534000	POSTAGE	5	POSTAGE	-	800	800			
				534007	COPY TRANSFERS RE/PB	6	DOCUMENTATION	-	550	550			
				542000	OFFICE SUPPLIES	7	GENERAL	-	1,000	825			
				542010	PRINTED FORMS	8	PRINTED FORMS	-	150	150			
				570010	IN-STATE TRAVEL	9	MILEAGE	-	1,225	625			
				571500	CONFERENCES/SEMINARS	10	CONTINUING EDUCATION	-	2,000	1,500			
				573000	DUES/MEMBERSHIPS	11	ASSESSORS	-	850	1,050			
			EXPENSES Total						85,345	75,054			
	ASSESSORS Total								294,174	266,717			
145	TREASURER	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	TREASURER COLLECTOR	367	121,576	107,564			
						2	ASST TWN TREAS/COLLECTOR	421	100,858	91,465			
						4	FINANCE SPECIALIST	611	69,315	62,859			
						5	FINANCE GENERALIST	675	65,975	59,830			
						6	FINANCE ASSISTANT	725	50,564	37,549			
							POST OVERRIDE ADJUSTMENT	987	(4,211)				
						514600	LONGEVITY	2	ASST TWN TREAS/COLLECTOR	421	1,009	915	
						SLRY/WGS/BNFTS Total						405,085	360,181
				2	EXPENSES	530000	PROFESSIONAL SERVICES	1	DEBTBOOK ANNUAL COST	-	8,450	8,450	
						530021	BANKING SERVICE	2	MISC BANKING FEES	-	3,000	1,000	
			TAX BILLING & RELATED EXP	3	BILLS AND POSTAGE	-	32,072	37,000					
		530031	BOND ISSUING COST	4	UNIBANK & DEBT SERVICES	-	2,000	1,000					
		534000	POSTAGE	5	AP CHECKS AND MISC.	-	4,290	4,500					
		542000	OFFICE SUPPLIES	6	GENERAL OFFICE SUPPLIES	-	2,760	1,500					
		570010	IN-STATE TRAVEL	7	CONFERENCES/SEMINARS	-	750	200					
		571500	CONFERENCES/SEMINARS	8	CONFERENCES/SEMINARS	-	750	300					
		573000	DUES/MEMBERSHIPS	9	PROF DEVELOPMENT	-	300	200					
		578016	BOND EXPENSE	10	BONDING OF EMPLOYEES	-	1,500	750					
			EXPENSES Total						55,872	54,900			
	TREASURER Total								460,957	415,081			
151	LAW	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	TOWN ATTORNEY	182	107,625	109,238			
											107,625	109,238	
				2	EXPENSES	530200	LEGAL FEES	1	FILINGS, SETTLEMENTS & RELATED EXPENSE	-	18,494	18,330	
						2	LEGAL JOURNAL - WEST PROFLEX	-	11,836	12,000			
			EXPENSES Total						30,330	30,330			
	LAW Total								137,955	139,568			
152	HUMAN RESOURCES	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	HR DIRECTOR	631	55,052	49,972			
						2	HR GENERALIST	712	38,785	35,206			
			SLRY/WGS/BNFTS Total						93,836	85,177			

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	<u>2,809,219</u>
FY 2026 Adjusted Expense Budget	<u>1,574,787</u>
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027					
152	HUMAN RESOURCES	2	EXPENSES	517015	HR MEDICAL EXAMS & MISC	1	HR MEDICAL EXAMS & MISC	-	5,000	4,500					
				530000	PROFESSIONAL SERVICES	2	PREDICTIVE INDEX HIRE SOFTWARE	-	9,400	9,400					
							BAMBOO HR SOFTWARE	-	18,500	18,500					
				530008	TRAINING & EDUCATION	3	T&E FOR HR AND PAYROLL STAFF	-	2,500	2,000					
				530022	ADVERTISING	4	ADVERTISING	-	3,150	1,500					
				534000	POSTAGE	5	POSTAGE	-	1,000	500					
				542000	OFFICE SUPPLIES	6	OFFICE SUPPLIES	-	500	500					
				570000	OTHER	7	OTHER EXPENSES	-	500	250					
				570010	TRAVEL	8	IN-STATE TRAVEL	-	200	200					
				571500	CONFERENCES/SEMINARS	9	CONFERENCES/SEMINARS	-	500	500					
			573000	DUES/MEMBERSHIPS/SUB	10	DUES/MEMBERSHIPS/SUB	-	1,000	750						
			EXPENSES Total						42,250	38,600					
	HUMAN RESOURCES Total								136,086	123,777					
155	IT	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	IT DIRECTOR	104	152,135	151,784					
						2	IT COMPUTER SYSTEMS ADMINISTRATOR	690	86,970	78,870					
						3	IT COMPUTER SYSTEM TECH	646	69,315						
						SLRY/WGS/BNFTS Total						308,420	230,653		
				2	EXPENSES	524000	REPAIRS & MAINTENANCE	1	REPAIRS & MAINTENANCE	-	18,740	15,000			
						524012	MUNIS SOFTWARE AGRMNT	2	MUNIS	-	114,000	100,000			
						524013	SOFTWARE MAINT RENEWAL	3	PA3220 FIREWALL	-	21,387	22,275			
								4	RUCKUS WIRELESS MAINT RENEWAL	-	1,700	1,700			
								5	ESRI SOFTWARE	-	2,975	4,615			
								6	MALEWAREBYTES	-	9,422	11,179			
								7	ONE CALL NOW	-	1,900	-			
						524014	MAINT & SOFTWARE RENEWAL	8	MS 365 LICENSING	-	48,600	50,472			
								9	BARRACUDA ESSENTIALS - OFC 365	-	16,000	16,000			
								10	VISIO	-	400	-			
												ADOBE ACROBAT PRO	-		13,276
						530000	PROFESSIONAL SERVICES	11	ZOOM	-	12,000	13,200			
								12	INTERNET MOB	-	3,000	3,000			
								13	HUBCARE AGREEMENT	-	10,000	10,000			
								14	ARTIC WOLF	-	44,300	45,588			
15	FULL CIRCLE	-	19,160					19,360							
16	KNOWBE4	-	5,500					5,500							
17	MILESTONE MAINTENANCE	-	775					1,221							
18	MFA - MULTIFACTOR AUTHENTICATION	-	24,000	24,000											
530007	SPARE COMPUTER PREP	19	PERIPHERALS	-	8,000	2,500									
		20	COMPUTER	-	7,000	2,500									

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	<u>2,809,219</u>
FY 2026 Adjusted Expense Budget	<u>1,574,787</u>
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027								
155	IT	2	EXPENSES	530008	TRAINING & EDUCATION	21	CERT & TRAINING MANUALS	-	500	500								
						22	SKILL SOFT	-	800	-								
						530009	WEBSITE MAINTENANCE	23	WEBSITE YR 3	-	7,280	18,226						
								24	CIVIC CLERK	-	15,568	16,191						
								25	SEE CLICK FIX	-	13,423	-						
						534002	TELEPHONE	26	VERIZON	-	10,000	10,000						
								27	COMCAST	-	16,500	16,500						
								28	VZW BILL @\$3,000 /M	-	44,400	44,400						
								29	AVAYA PHONE MAINTENANCE	-	6,000	6,000						
						542000	OFFICE SUPPLIES	30	GENERAL OFFICE SUPPLIES	-	1,000	300						
								31	MISC EXPENSES	-	5,000	3,000						
EXPENSES Total								489,330	476,503									
IT Total								797,750	707,156									
161	TOWN CLERK	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	TOWN CLERK	670	89,649	79,619								
						2	ASST TOWN CLERK	72	75,699	65,608								
						3	ADMIN ASST	143	63,118	54,867								
						514600	LONGEVITY	1	ASST TOWN CLERK	72	3,028	2,624						
								2	ADMIN ASST	143	1,262	1,097						
						519006	STIPENDS	1	REGISTRAR	-	900	900						
								SLRY/WGS/BNFTS Total								233,656	204,716	
						2	EXPENSES	523406	PRINTING	530000	PROFESSIONAL SERVICES	1	B-P 18 YR OLD CARDS	-	100	-		
												2	BRDG. PRINT AND COPY	-	500	500		
												3	ANNUAL REPORT	-	600	600		
												4	STREET LIST PUBLISHING	-	150	150		
												530000	PROFESSIONAL SERVICES	5	LHS BALLOT AND CENSUS PRINTING	-	24,500	24,500
														6	ANNUAL REPORT	-	200	200
												530021	BOOK BINDING	7	BIRTH DEATH MARRIAGE CERTIFICATES	-	600	600
														8	MARRIAGE INTENTIONS	-	440	-
														9	POLICE DETAILS	-	2,880	11,520
												530072	ELECTION WORKERS	10	PT. TIME SEASONAL	-	840	3,360
														11	ELECTIONS - CLERKS	-	8,100	24,300
534000	POSTAGE	12	ELECTIONS - WARDENS	-	4,860							9,720						
		13	ELECTION EQUIP SET UP & TAKE DOWN	-	4,500							6,750						
		14	GENERAL MAIL	-	2,500							2,500						
		15	MAILINGS	-	8,000							8,000						
		16	VOTER MAILINGS	-	6,400							6,400						
		17	GENERAL	-	2,100							2,100						
542000	OFFICE SUPPLIES	-	2,100	2,100														
558000	ELECTION SUPPLIES	-	3,000	1,000														

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	2,809,219
FY 2026 Adjusted Expense Budget	1,574,787
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
161	TOWN CLERK	2	EXPENSES	570010	IN-STATE TRAVEL	19	CONFERENCES/SEMINARS	-	200	200
				570011	LUNCHES	20	ELECTION WORKER MEALS	-	2,000	4,000
				570012	DOG TAGS	22	RESIDENTS TO PURCHASE	-	650	650
				571500	CONFERENCES/SEMINARS	23	STATE CONFERENCE	-	400	400
						24	TRI-COUNTY MEETINGS	-	300	300
				573000	DUES/MEMBERSHIPS	25	DUES STATE-WIDE	-	200	200
						26	DUES & MEMBERSHIP FEES	-	150	150
			EXPENSES Total						74,170	108,100
	TOWN CLERK Total								307,826	312,816
166	PARKING	1	SLRY/WGS/BNFTS	513000	POLICE OVERTIME	1	OT ENFORCEMENT	-	15,375	10,000
			SLRY/WGS/BNFTS Total						15,375	10,000
		2	EXPENSES	570000	OTHER EXPENSES	1	PRKNG VIOLATIONS SUPL	-	750	750
			EXPENSES Total						750	750
	PARKING Total								16,125	10,750
182	CED	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	DIRECTOR-CED	615	128,287	111,992
						2	TOWN PLANNER	590	86,970	78,870
						3	ASST TOWN PLANNER	561	77,643	
						4	ENVIRONMENTAL PLANNER	685	36,951	
							CONSERVATION AGENT	759		37,362
			SLRY/WGS/BNFTS Total						329,850	228,224
		2	EXPENSES	530000	PROFESSIONAL & TECHNICAL	1	PROFESSIONAL & TECHNICAL	-	25,000	17,500
				530001	PURCH OF SVCS - GIS	2	PROF SERVICES - GIS	-	1,750	1,500
				530008	TRAINING & EDUCATION	3	PROF DEVELOPMENT	-	600	300
				530022	ADVERTISING	4	MISC ADVERTISING	-	1,050	1,050
				534000	POSTAGE	5	DEPARTMENT MAILINGS	-	225	225
						6	CONSULTANTS/PEER REVWS	-	50	50
				542000	OFFICE SUPPLIES	7	ENVELOPES FOR MAILINGS	-	300	300
						8	GENERAL OFFICE SUPPLIES	-	1,010	600
				570000	OTHER EXPENSES	9	ADVERT - LEGAL NOTICES	-	500	-
				570010	IN-STATE TRAVEL	10	MILEAGE	-	850	500
				571500	CONFERENCES/SEMINARS	11	SNEAPA, CPTC & APA	-	3,100	1,000
				573000	DUES/MEMBERSHIPS	12	MACC DUES	-	720	720
						13	APA DUES	-	910	250
						14	MAPD DUES	-	100	100
						15	METROSOUTH CHAMBER MEMBERS DUES	-	350	350
			EXPENSES Total						36,515	24,445
	CED Total								366,365	252,669

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	71,055	2.53%
Staffing /Market Changes	(332,189)	-11.82%
Expense	31,188	1.98%
Sub-Total Budget (Decrease)	(229,946)	-5.25%

FY 2026 Adjusted Salary Budget	2,809,219
FY 2026 Adjusted Expense Budget	1,574,787
Total	4,384,006

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
192	TOWN BUILDINGS	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	FACILITIES & ASSETS MANAGER	513	39,754	36,086
						2	FACILITIES/P & G INSPECTOR	381		21,762
			SLRY/WGS/BNFTS Total						39,754	57,847
		2	EXPENSES	520000	PURCHASE OF SERVICES	1	SERVICE CONTRACTS	-	52,682	20,000
				521002	GENERAL FUND ELECTRICITY	2	ELECTRICITY	-	120,000	140,000
				521400	GAS HEAT	3	FUEL - NATURAL GAS	-	56,200	75,000
				524000	REPAIRS & MAINTENANCE	4	ANNUAL BOILER SERVICING	-	5,000	7,000
						5	GARAGE DOOR REPAI & MODINIZATION	-	2,000	2,000
						6	GENERATOR ANNUAL MAINTENANCE	-	2,000	2,500
						7	INFRASTRUCTURE/BUILDING/SYSTEM REPAIRS	-	93,794	103,794
				524001	CONTRACTED MAINTENANCE	6	FIRE EXT,FOUNTAIN,ADT,LIB SEASONAL CHANGE	-	5,112	5,112
						8	ANNUAL SPRINKLER TESTING /FIRE EXT.	-	7,500	7,500
						9	ANNUAL BOILER INSPECTIONS & CERT.	-	500	500
						10	GENERATOR ANNUAL MAINTENANCE	-	2,800	2,800
						11	ANNUAL ELEVATOR INSPECTIONS	-	7,100	7,100
						12	SRVC-SMARTLINK FIRE ALARM BOX MONITORS	-	9,900	9,900
				529002	CLEANING CONTRACT	7	JANITORIAL CONTRACT	-	96,600	115,000
				529018	LANDSCAPING CONTRACT	1	LANDSCAPING SERVICE CONTRACT	-	89,140	91,640
				543000	SUPPLIES: BUILDING & GROUNDS	9	MAINTENANCE & BLDG SUPPLIES	-	9,000	10,000
				545000	CUSTODIAL SUPPLIES	10	CUSTODIAL SUPPLIES	-	10,000	12,000
			EXPENSES Total						569,328	611,846
	TOWN BUILDINGS Total								609,082	669,693
	Grand Total								4,384,006	4,154,061



GENERAL GOVERNMENT DETAIL SALARY

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES	AMOUNT
111 Town Council	(6,550)
123 Town Manager	30,996
135 Accounting	(20,851)
141 Assessors	(17,165)
145 Treasurer	(44,904)
151 Law	1,613
152 Human Resources	(8,659)
155 IT	(77,766)
161 Town Clerk	(28,940)
166 Parking	(5,375)
182 CED	(101,626)
192 Town Buildings	18,093
Total	(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027					
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY			
111	TOWN COUNCIL	510000	FULL TIME WAGES	1	TOWN COUNCIL CLERK	579	33.8955	GRADE 10 STEP 5	0.70	1472	49,894						
							34.2311	GRADE 10 STEP 5	0.30	616	21,086						
							35.0903	GRADE 10 STEP 6				0.50	914	32,055			
							35.4412	GRADE 10 STEP 6				0.50	914	32,376			
							TOWN COUNCIL Total								1.00	2088	70,981
123	TOWN MANAGER	510000	FULL TIME WAGES	1	TOWN MANAGER	193	105.7692	PERSONAL CONTRACT	1.00	2088	220,846						
							721	107.3557	PERSONAL CONTRACT				1.00	2088	224,159		
							2	ASST TOWN MANAGER	73	71.0104	GRADE 16 STEP 7				0.48	1009	71,649
										71.7205	GRADE 16 STEP 7				0.48	1009	72,366
										76.9231	PERSONAL CONTRACT	1.00	2088	160,615			
								POST OVERRIDE ADJUSTMENT	73	-	POST OVERRIDE ADJUSTMENT	0.00	1	(41,115)			
							4	EXECUTIVE ASST	986	36.3155	GRADE 11 STEP 4 VACANT	1.00	1827	66,348			
										38.3476	GRADE 11 STEP 5				0.39	719	27,553
										38.7311	GRADE 11 STEP 5				0.39	719	27,828
								POST OVERRIDE ADJUSTMENT	986	-	POST OVERRIDE ADJUSTMENT	0.00	1	(11,374)			
							5	EXECUTIVE ASST/COMMITTEE	296	33.8955	GRADE 10 STEP 5	0.70	1288	43,657			
										34.2311	GRADE 10 STEP 5	0.30	539	18,451			
										35.0903	GRADE 10 STEP 6				0.47	861	30,213
										35.4412	GRADE 10 STEP 6				0.47	862	30,533
								511002	PART TIME WAGES	1	ADMIN CLERK	-	0	ADMIN CLERK	0.00	1	0
						500	ADMIN CLERK	0.00	1	500							
	517000	FRINGE BENEFITS	1	LIFE INSURANCE	721	0	LIFE INSURANCE										
						2000	LIFE INSURANCE			1	2,000						
			2	DEFERRED COMPENSATION	193	0	DEFERRED COMP			1	0						
					721	4100	DEFERRED COMP			1	4,100						
						6724.77	DEFERRED COMP			1	6,725						
TOWN MANAGER Total								4.00	7836	462,029	3.70	7269	493,025				

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES		AMOUNT
111 Town Council		(6,550)
123 Town Manager		30,996
135 Accounting		(20,851)
141 Assessors		(17,165)
145 Treasurer		(44,904)
151 Law		1,613
152 Human Resources		(8,659)
155 IT		(77,766)
161 Town Clerk		(28,940)
166 Parking		(5,375)
182 CED		(101,626)
192 Town Buildings		18,093
Total		(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
133	FINANCIAL ADMINISTRATI	510020	CONTRACT SETTLEMEI	1	CONTRACT SETTLEMENT & BUA	-		CONTRACT SETTLEMENT & BUA	0.00	1	(507,567)			
			WAGE ADJUSTMENTS	1	WAGE ADJ	-		WAGE ADJ	0.00	1	507,567			
	FINANCIAL ADMINISTRATION Total								0.00	2	0			
135	ACCOUNTANT	510000	FULL TIME WAGES	1	FIN DIRECTOR	278	78.0547	PERSONAL CONTRACT	0.70	1472	114,897			
							78.6669	PERSONAL CONTRACT	0.30	616	48,459			
							79.2255	PERSONAL CONTRACT				1.00	2088	165,423
				3	COMPTROLLER	523	55.2396	GRADE 13 STEP 11	0.70	1472	81,313			
							55.7866	GRADE 13 STEP 11	0.30	616	34,365			
							58.5816	GRADE 13 STEP 12				0.50	914	53,514
							59.1674	GRADE 13 STEP 12				0.50	914	54,049
				4	ASST TOWN ACCOUNTANT	324	51.7865	GRADE 12 STEP 12	0.70	1472	76,230			
							52.2992	GRADE 12 STEP 12	0.30	616	32,216			
							52.3044	GRADE 12 STEP 12				0.50	914	47,780
							52.8274	GRADE 12 STEP 12				0.50	914	48,258
				5	BUS UNIT ANALYST/PROCURE/GR/	586	47.4134	GRADE 12 STEP 9 - VACANT				0.10	183	8,662
							47.8875	GRADE 12 STEP 9 - VACANT				0.10	183	8,749
					BUSINESS UNIT ANALYST	586	46.944	GRADE 12 STEP 9	0.09	197	9,229			
							47.4088	GRADE 12 STEP 9	0.06	116	5,518			
				6	PAYROLL & BENEFITS SPEC	654	44.0312	GRADE 11 STEP 11	0.70	1472	64,814			
							44.4671	GRADE 11 STEP 11	0.30	616	27,392			
							46.6951	GRADE 11 STEP 12				0.50	914	42,656
							47.1621	GRADE 11 STEP 12				0.50	914	43,083
				7	FIN TECHNICIAN	157	37.5217	GRADE 9 STEP 12	0.37	678	25,440			
							37.8931	GRADE 9 STEP 12	0.15	282	10,686			
							37.8969	GRADE 9 STEP 12				0.26	480	18,191
							38.2759	GRADE 9 STEP 12				0.26	480	18,372

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES	AMOUNT
111 Town Council	(6,550)
123 Town Manager	30,996
135 Accounting	(20,851)
141 Assessors	(17,165)
145 Treasurer	(44,904)
151 Law	1,613
152 Human Resources	(8,659)
155 IT	(77,766)
161 Town Clerk	(28,940)
166 Parking	(5,375)
182 CED	(101,626)
192 Town Buildings	18,093
Total	(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
135	ACCOUNTANT	514600	LONGEVITY	2	FIN TECHNICIAN	157	0.02	YOS: 16 = 2% of SLRY	0.00	36126	723			
								YOS: 17 = 2% of SLRY				0.00	36563	731
				4	ASST TOWN ACCOUNTANT	324	0.01	YOS: 10 = 1% of SLRY				0.00	96038	960
		517000	OTHER BENEFITS	1	LIFE & DISABLITY BNFT	278	2500	LIFE & DISABLITY BNFT	0.00	1	2,500	0.00	1	2,500
	ACCOUNTANT Total								4.68	45752	533,780	4.73	141496	512,929
141	ASSESSORS	510000	FULL TIME WAGES	1	CHIEF ASSESSOR	108	55.2396	GRADE 13 STEP 11	0.61	1272	70,265			
							55.7866	GRADE 13 STEP 11	0.39	816	45,522			
							58.5816	GRADE 13 STEP 12				0.50	914	53,514
							59.1674	GRADE 13 STEP 12				0.50	914	54,049
							107563.71	CERT = 10% BASE				0.00	1	10,756
							115786.64	CERT = 10% BASE	0.00	1	11,579			
				2	ASST ASSESSOR	141	40.8872	GRADE 11 STEP 8	0.61	1113	45,507			
							41.292	GRADE 11 STEP 8	0.39	714	29,482			
							42.3285	GRADE 11 STEP 9				0.43	783	33,143
							42.7518	GRADE 11 STEP 9				0.43	783	33,475
				4	ADMIN ASST-ASSESSOR	988	27.1129	GRADE 8 STEP 4 VACANT	0.71	1300	35,247			
					POST OVERRIDE ADJUSTMENT	988		POST OVERRIDE ADJUSTMENT	-0.71	1	(35,247)			
		514600	LONGEVITY	1	CHIEF ASSESSOR	108	0.03	YOS: 23 = 3% of SLRY	0.00	115787	3,474			
								YOS: 24 = 3% of SLRY				0.00	107564	3,227
				2	ASST ASSESSOR	141	0.02	YOS: 19 = 2% of SLRY	0.00	74990	1,500			
							0.03	YOS: 20 = 3% of SLRY				0.00	66618	1,999
		519006	STIPENDS	1	BOA: STIPENDS	-	500	3X500	0.00	3	1,500	0.00	3	1,500
	ASSESSORS Total								2.00	195997	208,829	1.86	177579	191,663

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES		AMOUNT
111 Town Council		(6,550)
123 Town Manager		30,996
135 Accounting		(20,851)
141 Assessors		(17,165)
145 Treasurer		(44,904)
151 Law		1,613
152 Human Resources		(8,659)
155 IT		(77,766)
161 Town Clerk		(28,940)
166 Parking		(5,375)
182 CED		(101,626)
192 Town Buildings		18,093
Total		(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027					
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY			
145	TREASURER	510000	FULL TIME WAGES	1	TREASURER COLLECTOR	367	58.0016	GRADE 13 STEP 12	0.61	1272	73,778						
							58.5759	GRADE 13 STEP 12	0.39	816	47,798						
							58.5816	GRADE 13 STEP 12				0.50	914	53,514			
							59.1674	GRADE 13 STEP 12				0.50	914	54,049			
							2	ASST TWN TREAS/COLLECTOR	421	48.1175	GRADE 12 STEP 10	0.61	1272	61,205			
										48.5939	GRADE 12 STEP 10	0.39	816	39,653			
										49.8137	GRADE 12 STEP 11				0.50	914	45,505
							4	FINANCE SPECIALIST	611	50.3118	GRADE 12 STEP 11				0.50	914	45,960
										33.0688	GRADE 10 STEP 4	0.61	1272	42,064			
										33.3962	GRADE 10 STEP 4	0.39	816	27,251			
							5	FINANCE GENERALIST	675	34.2345	GRADE 10 STEP 5				0.50	914	31,273
										34.5768	GRADE 10 STEP 5				0.50	914	31,586
										31.4754	GRADE 10 STEP 2	0.61	1272	40,037			
							6	FINANCE ASSISTANT	725	31.7871	GRADE 10 STEP 2	0.39	816	25,938			
										32.5849	GRADE 10 STEP 2				0.50	914	29,766
32.9107	GRADE 10 STEP 2				0.50	914				30,064							
				6	FINANCE ASSISTANT	725	27.6551	GRADE 8 STEP 4	0.92	1689	46,709						
							27.9289	GRADE 8 STEP 4	0.08	138	3,854						
							28.6301	GRADE 8 STEP 5				0.36	653	18,681			
							28.9164	GRADE 8 STEP 5				0.36	653	18,868			
								POST OVERRIDE ADJUSTMENT	987								
								POST OVERRIDE ADJUSTMENT	0.00	1	(4,211)						
								YOS: 11 = 1% of SLRY	0.00	100858	1,009						
								YOS: 12 = 1% of SLRY				0.00	91465	915			
									5.00	111038	405,085	4.71	100078	360,181			
151	LAW	510000	FULL TIME WAGES	1	TOWN ATTORNEY	182	107625	2.5% Increase	0.00	1	107,625						
							109238.436	1.5% Increase				0.00	1	109,238			
									0.00	1	107,625	0.00	1	109,238			

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES	AMOUNT
111 Town Council	(6,550)
123 Town Manager	30,996
135 Accounting	(20,851)
141 Assessors	(17,165)
145 Treasurer	(44,904)
151 Law	1,613
152 Human Resources	(8,659)
155 IT	(77,766)
161 Town Clerk	(28,940)
166 Parking	(5,375)
182 CED	(101,626)
192 Town Buildings	18,093
Total	(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
152	HUMAN RESOURCES	510000	FULL TIME WAGES	1	HR DIRECTOR	631	52.5779	GRADE 13 STEP 9	0.35	736	38,697			
							53.0984	GRADE 13 STEP 9	0.15	308	16,354			
							54.4313	GRADE 13 STEP 10				0.25	457	24,861
							54.9756	GRADE 13 STEP 10				0.25	457	25,110
							37.0419	GRADE 11 STEP 4	0.35	736	27,263			
							37.4086	GRADE 11 STEP 4	0.15	308	11,522			
				2	HR GENERALIST	712	38.3476	GRADE 11 STEP 5				0.25	457	17,515
							38.7311	GRADE 11 STEP 5				0.25	457	17,690
							HUMAN RESOURCES Total			1.00	2088	93,836	1.00	1827
155	IT	510000	FULL TIME WAGES	1	IT DIRECTOR	104	72.6934	PERSONAL CONTRACT	0.70	1472	107,005	1.00	2088	151,784
							73.2635	PERSONAL CONTRACT	0.30	616	45,130			
							41.4917	GRADE 12 STEP 4	0.61	1272	52,777			
							41.9025	GRADE 12 STEP 4	0.39	816	34,192			
							42.9542	GRADE 12 STEP 5				0.50	914	39,239
							43.3837	GRADE 12 STEP 5				0.50	914	39,631
							33.0688	GRADE 10 STEP 4	0.61	1272	42,064			
							33.3962	GRADE 10 STEP 4	0.39	816	27,251			
IT Total			3.00	6264	308,420	2.00	3915	230,653						

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES		AMOUNT
111 Town Council		(6,550)
123 Town Manager		30,996
135 Accounting		(20,851)
141 Assessors		(17,165)
145 Treasurer		(44,904)
151 Law		1,613
152 Human Resources		(8,659)
155 IT		(77,766)
161 Town Clerk		(28,940)
166 Parking		(5,375)
182 CED		(101,626)
192 Town Buildings		18,093
Total		(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027											
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY									
161	TOWN CLERK	510000	FULL TIME WAGES	1	TOWN CLERK	670	42.9353	ELECTED	1.00	2088	89,649	1.00	1827	79,619									
							43.5793	ELECTED															
							41.2739	GRADE 10 STEP 12															
							41.6825	GRADE 10 STEP 12															
							41.6866	GRADE 10 STEP 12															
							42.1035	GRADE 10 STEP 12															
							3	ADMIN ASST							143	34.517	GRADE 8 STEP 12	0.91	1666	57,505	0.43	783	32,641
																34.8587	GRADE 8 STEP 12	0.09	161	5,612	0.43	783	32,967
																34.8622	GRADE 8 STEP 12				0.43	783	27,297
																35.2108	GRADE 8 STEP 12				0.43	783	27,570
	514600	LONGEVITY	1	ASST TOWN CLERK	72	0.04	YOS: 28 = 4% of SLRY	0.00	75699	3,028	0.00	65608	2,624										
							YOS: 29 = 4% of SLRY																
				2	ADMIN ASST	143	0.02	YOS: 15 = 2% of SLRY	0.00	63118	1,262												
							YOS: 16 = 2% of SLRY				0.00	54867	1,097										
	519006	STIPENDS	1	REGISTRAR	-	900	MGL PROVISION	0.00	1	900	0.00	1	900										
TOWN CLERK Total									3.00	144560	233,656	2.71	125435	204,716									
166	PARKING	513000	POLICE OVERTIME	1	OT ENFORCEMENT	-	10000	OT ENFORCEMENT	0.00	1	15,375	0.00	1	10,000									
							15375	OT ENFORCEMENT															
PARKING Total									0.00	1	15,375	0.00	1	10,000									

**TOWN OF BRIDGEWATER
GENERAL GOV'T FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 61 % of TOTAL GENERAL GOV'T BUDGET**

SUMMARY OF PAYROLL INCREASE			
DESCRIPTION	AMOUNT	PERCENT	
Step/COLA/YOS/Contractual	71,055	2.53%	
Staffing /Market Changes	(332,189)	-11.82%	
Total	(261,134)	-9.30%	

DETAIL STAFFING CHANGES	AMOUNT
111 Town Council	(6,550)
123 Town Manager	30,996
135 Accounting	(20,851)
141 Assessors	(17,165)
145 Treasurer	(44,904)
151 Law	1,613
152 Human Resources	(8,659)
155 IT	(77,766)
161 Town Clerk	(28,940)
166 Parking	(5,375)
182 CED	(101,626)
192 Town Buildings	18,093
Total	(261,134)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
111	1.00	1.00
123	4.00	3.70
135	4.68	4.73
141	2.00	1.86
145	5.00	4.71
152	1.00	1.00
155	3.00	2.00
161	3.00	2.71
182	3.50	2.50
192	0.50	0.78
Total	27.68	24.99

FY 2026 Salary Budget	3,357,545
Budget Adjustments	(548,326)
FY 2026 Adjusted Salary Budget	2,809,219

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027						
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY				
182	CED	510000	FULL TIME WAGES	1	DIRECTOR-CED	615	61.2981	PERSONAL CONTRACT	0.70	1472	90,231	1.00	1827	111,992				
							61.7789	PERSONAL CONTRACT	0.30	616	38,056							
					2	TOWN PLANNER	590	41.4917	GRADE 12 STEP 4	0.61	1272	52,777	0.50	914	39,239			
								41.9025	GRADE 12 STEP 4	0.39	816	34,192						
								42.9542	GRADE 12 STEP 5									
								43.3837	GRADE 12 STEP 5									
					3	ASST TOWN PLANNER	561	37.0419	GRADE 11 STEP 4	0.61	1272	47,117	0.50	914	39,631			
								37.4086	GRADE 11 STEP 4	0.39	816	30,525						
					4	CONSERVATION AGENT	759	35.6096	GRADE 11 STEP 2	685	35.257	GRADE 11 STEP 2	0.30	636	22,423	0.25	522	18,588
								35.9657	GRADE 11 STEP 2									
35.6061	GRADE 11 STEP 2																	
35.6061	GRADE 11 STEP 2																	
CED Total								3.50	7308	329,850	2.50	4698	228,224					
192	TOWN BUILDINGS	510000	FULL TIME WAGES	1	FACILITIES & ASSETS MANAGER	513	37.9679	GRADE 11 STEP 5	0.35	736	27,944	0.25	457	17,953				
							38.3438	GRADE 11 STEP 5	0.15	308	11,810							
							39.3062	GRADE 11 STEP 5										
							39.6993	GRADE 11 STEP 5										
							41.2739	GRADE 10 STEP 12										
							42.1035	GRADE 10 STEP 12										
TOWN BUILDINGS Total								0.50	1044	39,754	0.79	1436	57,847					
Grand Total								27.68	523978	2,809,219	24.99	565560	2,548,086					



POLICE DEPARTMENT BUDGET

**TOWN OF BRIDGEWATER
POLICE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/Education/Position Changes	123,867	1.87%
Expense	(21,700)	-6.79%
Total Budget Increase	102,167	1.48%

FY 2026 Adjusted Salary Budget	6,607,001
FY 2026 Expense Budget	319,501
Total	6,926,502

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027		
1	SLRY / WGS / BNFTS	510000	FULL TIME WAGES	1	CHIEF	37	226,278	230,804		
				2	CAPTAIN	12	183,280	91,640		
					POST OVERRIDE ADJUSTMENT	12	(183,280)			
				3	LIEUTENANT	145	145,571	152,795		
						147	145,571	152,795		
				4	SERGEANT	68	139,638	146,014		
						78	132,989	139,252		
						102	129,116			
						248	121,669	129,165		
						283	124,102	129,769		
						285	117,312	124,578		
						434	124,102	129,769		
						489	121,669	127,224		
							TRANSITIONAL ADJUSTMENT	-		124,102
				5	PATROLMAN	77	115,643	121,089		
						79	115,643	121,089		
						80	115,643	121,089		
						127	110,680	117,401		
						128	106,253	112,705		
						171	109,114	115,099		
						175	107,915	115,038		
						181	107,915	112,842		
						197	107,915	112,842		
						203	107,915	112,842		
						251	105,799	112,106		
						282	107,915	112,842		
						340	99,575	104,122		
						384	105,799	110,629		
						385	105,799	110,629		
						413	101,567	107,837		
						432	107,915	112,842		

**TOWN OF BRIDGEWATER
POLICE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/Education/Position Changes	123,867	1.87%
Expense	(21,700)	-6.79%
Total Budget Increase	102,167	1.48%

FY 2026 Adjusted Salary Budget	6,607,001
FY 2026 Expense Budget	319,501
Total	6,926,502

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027						
1	SLRY / WGS / BNFTS	510000	FULL TIME WAGES	5	PATROLMAN	435	107,915	112,842						
						436	107,915	112,842						
						454	95,851	104,122						
						459	99,575	105,910						
						463	103,724	110,299						
						464	103,724	110,310						
						492	103,724	108,974						
						493	103,724	108,974						
						524	103,724	108,460						
						525	103,724	108,460						
						588	103,724	108,460						
						605	90,104	102,879						
						606	90,173	95,445						
						633	93,253							
						669	73,016	84,454						
						695	76,083	91,146						
						708		91,146						
						726		97,074						
											TRANSITIONAL ADJUSTMENT	-		(115,801)
										6	ADM. ASSISTANT	596	61,870	58,026
					OFFICE ADM.	597	69,048	64,757						
					EXEC. ASSISTANT	443	82,478	77,308						
				7	MATRON	1	6,000	6,000						
				8	CONTRACTUAL ADJ POLICE	-	135,715							
					CONTRACTUAL ADJ OTHER	-	13,239							
		511001	FULL TIME WAGES	9	POLICE CADET	668	43,848							
						708	43,848							
					POST OVERRIDE ADJUSTMENT	708	(43,848)							
		513000	OVERTIME WAGES	10	COVERAGE	-	751,438	751,438						
		514000	HOLIDAY	11	HOLIDAY	-	273,111	273,111						
		514001	SHIFT DIFFERENTIAL	12	SHIFT DIFFERENTIAL	-	163,081	163,081						

**TOWN OF BRIDGEWATER
POLICE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/Education/Position Changes	123,867	1.87%
Expense	(21,700)	-6.79%
Total Budget Increase	102,167	1.48%

FY 2026 Adjusted Salary Budget	6,607,001
FY 2026 Expense Budget	319,501
Total	6,926,502

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027	
1	SLRY / WGS / BNFTS	517000	DEFERRED COMPENSATION	1	DEFERRED COMP	37	9,500	9,500	
		519004	UNIFORM/CLEANING ALLOW.	14	UNIFORM ALLOW.-CHIEF	-	3,350	3,350	
					UNIFORM ALLOW.-POLICE	-	67,350	67,350	
1 Total							6,607,001	6,730,868	
2	EXPENSES	520000	PURCHASED SERVICES	1	FIREARMS SIMULATOR - SVC CNTRCT	-	12,500	12,500	
				2	LIVE 911 EQUIP - SVC CNTRCT	-	7,500	7,500	
				3	FINGERPRINT SCANNER - SVC CNTRCT	-	5,000	5,000	
			524000	REPAIRS AND MAINT.	4	COMMUNICATION EQUIP	-	4,976	4,976
					5	MAINT IN HOUSE	-	55,000	40,000
					6	RADAR EQUIP	-	1,575	1,575
			524009	REPAIRS-MAINT. COMP.	7	IMC/CAD SYS	-	36,000	36,000
			530000	EVIDENCE AUDIT	8	EVIDENCE AUDIT	-	5,500	5,500
					9	ASSESSMENT CTR SERVICES	-	15,000	15,000
			530001	PROFESSIONAL SERVICES	10	PROFESS & TECHNICAL SVS	-	2,000	2,000
			530008	TRAINING & EDUCATION	11	FEES FOR TRAINING	-	11,000	11,000
					12	COURSE FEES	-	34,675	34,675
			530009	PROF & TECH - WEBSITE	13	MONTHLY WEBSITE COSTS	-	8,600	8,600
			530200	LEGAL& COURT EXPENSES	14	COURT AND PROSECUTOR	-	14,710	14,710
					15	LEGAL UPDATES	-	1,575	1,575
					16	POLICE LEGAL SERVICES	-	5,000	5,000
			534000	POSTAGE	17	POSTAGE	-	1,200	1,200
			534002	TELEPHONE	18	STATION PHONE COSTS	-	7,000	7,000
			542000	OFFICE SUPPLIES	19	GENERAL	-	10,000	7,500
			542011	PHOTOGRAPHY SUPPLIES	20	PHOTOGRAPHY SUPPLIES	-	250	250
			550000	MEDICAL SERVICES	21	MED. EXAMS & SUPPLIES	-	6,500	6,500
			558012	UNIFORM SUPPLIES	22	UNIFORMS AND SUPPLIES	-	4,000	4,000
			570000	OTHER EXPENSES	23	DRY CHEM. EXTING. & CPA	-	1,140	1,140
			570010	IN-STATE TRAVEL	24	MEETING EXPENSES	-	8,000	6,500
			570030	FIREARMS AND WEAPONS	25	FIREARMS & WEAPONS	-	12,500	12,500
			570031	K-9 MAINT&REPLACEMENT	26	K-9 CARE AND MAINT.	-	10,000	10,000
			573000	DUES/MEMBERSHIPS/SUB.	27	DUES / MEMB. / ASSOC.	-	22,700	20,000
			578078	TARGET PRACTICE	28	AMMUNITION	-	15,500	15,500
			578086	PRISONER MEALS	29	PRISONER MEALS	-	100	100
2 Total							319,501	297,801	
Grand Total							6,926,502	7,028,669	



POLICE DEPARTMENT DETAIL SALARY

TOWN OF BRIDGEWATER

**POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET**

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
		1: 0<1	
		2: 1<2	9.2%
		3: 2<3	17.5%
		4: 3<7	7.7%
PLCH/LTE/SGT/PTLM			
		5: 7<10	2.0%
		6: 10<15	2.0%
		7: 15<20	2.0%
		8: 20<25	2.0%
		9: 25<28	3.0%
		10: 28+	5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	510000	1	FULL TIME WAGES	CHIEF	37	108.37	PLCH CONTRACT	1.00	2088	226,278			
							110.54	PLCH CONTRACT				1.00	2088	230,804
						37 Total			1.00	2088	226,278	1.00	2088	230,804
				1 Total					1.00	2088	226,278	1.00	2088	230,804
			2	FULL TIME WAGES	CAPTAIN	12	87.78	CPT STEP 7 M - VACANT	1.00	2088	183,280	0.50	1044	91,640
						12 Total			1.00	2088	183,280	0.50	1044	91,640
					POST OVERRIDE ADJUSTMENT	12		POST OVERRIDE ADJUSTMENT	(1.00)	1	(183,280)			
						12 Total			(1.00)	1	(183,280)			
			2 Total						0.00	2089	(0)	0.50	1044	91,640
			3	FULL TIME WAGES	LIEUTENANT	145	69.72	LTE STEP 4 M	1.00	2088	145,571			
							72.54	LTE STEP 4 M				0.50	1053	76,386
							73.27	LTE STEP 4 M				0.31	641	46,964
							74.73	LTE STEP 5 M				0.19	394	29,445
						145 Total			1.00	2088	145,571	1.00	2088	152,795
						147	69.72	LTE STEP 4 M	1.00	2088	145,571			
							72.54	LTE STEP 4 M				0.50	1053	76,386
							73.27	LTE STEP 4 M				0.31	641	46,964
							74.73	LTE STEP 5 M				0.19	394	29,445
						147 Total			1.00	2088	145,571	1.00	2088	152,795
			3 Total						2.00	4176	291,142	2.00	4176	305,590
			4	FULL TIME WAGES	SERGEANT	68	66.88	SGT STEP 7 M	1.00	2088	139,638			
							69.59	SGT STEP 7 M				0.50	1053	73,273
							70.28	SGT STEP 7 M				0.50	1035	72,741
						68 Total			1.00	2088	139,638	1.00	2088	146,014
						78	63.69	SGT STEP 6 M	1.00	2088	132,989			
							66.27	SGT STEP 6 M				0.50	1053	69,784
							66.93	SGT STEP 6 M				0.47	978	65,462
							70.28	SGT STEP 7 M				0.03	57	4,006
						78 Total			1.00	2088	132,989	1.00	2088	139,252
						102	61.84	SGT STEP 5 M	1.00	2088	129,116			
						102 Total			1.00	2088	129,116			

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
			PTLM ONLY
1: 0<1			
2: 1<2			9.2%
3: 2<3			17.5%
4: 3<7			7.7%
			PLCH/LTE/SGT/PTLM
5: 7<10			2.0%
6: 10<15			2.0%
7: 15<20			2.0%
8: 20<25			2.0%
9: 25<28			3.0%
10: 28+			5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	510000	4	FULL TIME WAGES	SERGEANT	248	58.27	SGT STEP 2 M	1.00	2088	121,669			
							60.63	SGT STEP 2 M				0.24	498	30,194
							61.84	SGT STEP 2 M				0.27	555	34,323
							62.46	SGT STEP 3 M				0.50	1035	64,648
						248 Total			1.00	2088	121,669	1.00	2088	129,165
						283	59.44	SGT STEP 3 M	1.00	2088	124,102			
							61.84	SGT STEP 3 M				0.50	1053	65,121
							62.46	SGT STEP 3 M				0.50	1035	64,648
						283 Total			1.00	2088	124,102	1.00	2088	129,769
						285	55.94	SGT STEP 2 B	0.78	1632	91,293			
							57.06	SGT STEP 3 B	0.22	456	26,019			
							59.37	SGT STEP 3 B				0.50	1053	62,516
							59.96	SGT STEP 3 B				0.50	1035	62,062
						285 Total			1.00	2088	117,312	1.00	2088	124,578
						434	59.44	SGT STEP 3 M	1.00	2088	124,102			
							61.84	SGT STEP 3 M				0.50	1053	65,121
							62.46	SGT STEP 3 M				0.50	1035	64,648
						434 Total			1.00	2088	124,102	1.00	2088	129,769
						489	58.27	SGT STEP 2 M	1.00	2088	121,669			
							60.63	SGT STEP 2 M				0.50	1053	63,844
							61.24	SGT STEP 2 M				0.50	1035	63,380
						489 Total			1.00	2088	121,669	1.00	2088	127,224
								TRANSITIONAL ADJUSTMENT				1.00	1	124,102
						- Total						1.00	1	124,102
						4 Total			8.00	16704	1,010,597	8.00	14617	1,049,873
						5	55.38	PTLM STEP 9 M	1.00	2088	115,643			
							57.63	PTLM STEP 9 M				0.50	1053	60,682
							58.20	PTLM STEP 9 M				0.47	978	56,924
							61.11	PTLM STEP 10 M				0.03	57	3,484
						77 Total			1.00	2088	115,643	1.00	2088	121,089
						79	55.38	PTLM STEP 9 M	1.00	2088	115,643			
							57.63	PTLM STEP 9 M				0.50	1053	60,682
							58.20	PTLM STEP 9 M				0.47	978	56,924
							61.11	PTLM STEP 10 M				0.03	57	3,484
						79 Total			1.00	2088	115,643	1.00	2088	121,089

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
		1: 0<1	
		2: 1<2	9.2%
		3: 2<3	17.5%
		4: 3<7	7.7%
PLCH/LTE/SGT/PTLM			
		5: 7<10	2.0%
		6: 10<15	2.0%
		7: 15<20	2.0%
		8: 20<25	2.0%
		9: 25<28	3.0%
		10: 28+	5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	510000	5	FULL TIME WAGES	PATROLMAN	80	55.38	PTLM STEP 9 M	1.00	2088	115,643			
							57.63	PTLM STEP 9 M				0.50	1053	60,682
							58.20	PTLM STEP 9 M				0.47	978	56,924
							61.11	PTLM STEP 10 M				0.03	57	3,484
						80 Total			1.00	2088	115,643	1.00	2088	121,089
						127	52.72	PTLM STEP 7 M	0.72	1512	79,708			
							53.77	PTLM STEP 8 M	0.28	576	30,972			
							55.95	PTLM STEP 8 M				0.50	1053	58,915
							56.51	PTLM STEP 8 M				0.50	1035	58,487
						127 Total			1.00	2088	110,680	1.00	2088	117,401
						128	50.61	PTLM STEP 7 B	0.72	1512	76,520			
							51.62	PTLM STEP 8 B	0.28	576	29,733			
							53.71	PTLM STEP 8 B				0.50	1053	56,558
							54.25	PTLM STEP 8 B				0.50	1035	56,147
						128 Total			1.00	2088	106,253	1.00	2088	112,705
						171	51.68	PTLM STEP 6 M	0.44	928	47,962			
							52.72	PTLM STEP 7 M	0.56	1160	61,152			
							54.85	PTLM STEP 7 M				0.50	1053	57,759
							55.40	PTLM STEP 7 M				0.50	1035	57,340
						171 Total			1.00	2088	109,114	1.00	2088	115,099
						175	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.03	57	3,065
							54.85	PTLM STEP 6 M				0.48	995	54,578
							55.40	PTLM STEP 7 M				0.50	1036	57,395
						175 Total			1.00	2088	107,915	1.00	2088	115,038
						181	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						181 Total			1.00	2088	107,915	1.00	2088	112,842
						197	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						197 Total			1.00	2088	107,915	1.00	2088	112,842
						203	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						203 Total			1.00	2088	107,915	1.00	2088	112,842

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
		1: 0<1	
		2: 1<2	9.2%
		3: 2<3	17.5%
		4: 3<7	7.7%
PLCH/LTE/SGT/PTLM			
		5: 7<10	2.0%
		6: 10<15	2.0%
		7: 15<20	2.0%
		8: 20<25	2.0%
		9: 25<28	3.0%
		10: 28+	5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	510000	5	FULL TIME WAGES	PATROLMAN	251	50.67	PTLM STEP 5 M	1.00	2088	105,799			
							52.72	PTLM STEP 5 M				0.33	698	36,800
							53.78	PTLM STEP 5 M				0.17	355	19,091
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						251 Total			1.00	2088	105,799	1.00	2088	112,106
						282	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						282 Total			1.00	2088	107,915	1.00	2088	112,842
						340	47.69	PTLM STEP 4 B	1.00	2088	99,575			
							49.62	PTLM STEP 4 B				0.50	1053	52,251
							50.12	PTLM STEP 4 B				0.50	1035	51,871
						340 Total			1.00	2088	99,575	1.00	2088	104,122
						384	50.67	PTLM STEP 5 M	1.00	2088	105,799			
							52.72	PTLM STEP 5 M				0.50	1053	55,516
							53.25	PTLM STEP 5 M				0.50	1035	55,113
						384 Total			1.00	2088	105,799	1.00	2088	110,629
						385	50.67	PTLM STEP 5 M	1.00	2088	105,799			
							52.72	PTLM STEP 5 M				0.50	1053	55,516
							53.25	PTLM STEP 5 M				0.50	1035	55,113
						385 Total			1.00	2088	105,799	1.00	2088	110,629
						413	48.64	PTLM STEP 5 B	1.00	2088	101,567			
							50.61	PTLM STEP 5 B				0.23	486	24,598
							51.63	PTLM STEP 5 B				0.27	566	29,220
							52.14	PTLM STEP 6 B				0.50	1036	54,019
						413 Total			1.00	2088	101,567	1.00	2088	107,837
						432	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						432 Total			1.00	2088	107,915	1.00	2088	112,842
						435	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						435 Total			1.00	2088	107,915	1.00	2088	112,842

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent	10%	
CPT: Captain	B: Bachelors	20%	
LTE: Lieutenant	M: Masters	25%	
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
1: 0<1			
2: 1<2			9.2%
3: 2<3			17.5%
4: 3<7			7.7%
PLCH/LTE/SGT/PTLM			
5: 7<10			2.0%
6: 10<15			2.0%
7: 15<20			2.0%
8: 20<25			2.0%
9: 25<28			3.0%
10: 28+			5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	510000	5	FULL TIME WAGES	PATROLMAN	436	51.68	PTLM STEP 6 M	1.00	2088	107,915			
							53.78	PTLM STEP 6 M				0.50	1053	56,627
							54.31	PTLM STEP 6 M				0.50	1035	56,215
						436 Total			1.00	2088	107,915	1.00	2088	112,842
						454	44.27	PTLM STEP 3 B	0.52	1088	48,162			
							47.69	PTLM STEP 4 B	0.48	1000	47,689			
							49.62	PTLM STEP 4 B				0.50	1053	52,251
							50.12	PTLM STEP 4 B				0.50	1035	51,871
						454 Total			1.00	2088	95,851	1.00	2088	104,122
						459	47.69	PTLM STEP 4 B	1.00	2088	99,575			
							49.62	PTLM STEP 4 B				0.14	297	14,737
							50.61	PTLM STEP 4 B				0.36	755	38,213
							51.12	PTLM STEP 5 B				0.50	1036	52,960
						459 Total			1.00	2088	99,575	1.00	2088	105,910
						463	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.15	320	16,540
							52.72	PTLM STEP 4 M				0.35	732	38,593
							53.25	PTLM STEP 5 M				0.50	1036	55,166
						463 Total			1.00	2088	103,724	1.00	2088	110,299
						464	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.15	309	15,972
							52.72	PTLM STEP 4 M				0.36	744	39,225
							53.25	PTLM STEP 5 M				0.50	1035	55,113
						464 Total			1.00	2088	103,724	1.00	2088	110,310
						492	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.50	1053	54,428
							52.21	PTLM STEP 5 M				0.26	543	28,347
							53.25	PTLM STEP 5 M				0.24	492	26,199
						492 Total			1.00	2088	103,724	1.00	2088	108,974
						493	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.50	1053	54,428
							52.21	PTLM STEP 5 M				0.26	543	28,347
							53.25	PTLM STEP 5 M				0.24	492	26,199
						493 Total			1.00	2088	103,724	1.00	2088	108,974

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
			PTLM ONLY
1: 0<1			
2: 1<2			9.2%
3: 2<3			17.5%
4: 3<7			7.7%
			PLCH/LTE/SGT/PTLM
5: 7<10			2.0%
6: 10<15			2.0%
7: 15<20			2.0%
8: 20<25			2.0%
9: 25<28			3.0%
10: 28+			5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	510000	5	FULL TIME WAGES	PATROLMAN	524	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.50	1053	54,428
							52.21	PTLM STEP 4 M				0.50	1035	54,032
						524 Total			1.00	2088	103,724	1.00	2088	108,460
						525	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.50	1053	54,428
							52.21	PTLM STEP 4 M				0.50	1035	54,032
						525 Total			1.00	2088	103,724	1.00	2088	108,460
						588	49.68	PTLM STEP 4 M	1.00	2088	103,724			
							51.69	PTLM STEP 4 M				0.50	1053	54,428
							52.21	PTLM STEP 4 M				0.50	1035	54,032
						588 Total			1.00	2088	103,724	1.00	2088	108,460
						605	37.66	PTLM STEP 2 B	0.17	352	13,258			
							44.27	PTLM STEP 3 B	0.83	1736	76,846			
							46.06	PTLM STEP 3 B				0.17	349	16,075
							49.62	PTLM STEP 3 B				0.34	704	34,933
							50.12	PTLM STEP 4 B				0.50	1035	51,871
						605 Total			1.00	2088	90,104	1.00	2088	102,879
						606	40.58	PTLM STEP 3 A	0.17	352	14,283			
							43.72	PTLM STEP 4 A	0.83	1736	75,890			
							45.49	PTLM STEP 4 A				0.50	1053	47,897
							45.94	PTLM STEP 4 A				0.50	1035	47,549
						606 Total			1.00	2088	90,173	1.00	2088	95,445
						633	39.23	PTLM STEP 2 M	0.21	440	17,263			
							46.11	PTLM STEP 3 M	0.79	1648	75,991			
						633 Total			1.00	2088	93,253			
						669	34.50	PTLM STEP 1 B	0.85	1776	61,264			
							37.66	PTLM STEP 2 B	0.15	312	11,751			
							39.19	PTLM STEP 2 B				0.50	1053	41,267
							39.58	PTLM STEP 2 B				0.34	715	28,301
							46.52	PTLM STEP 3 B				0.15	320	14,886
						669 Total			1.00	2088	73,016	1.00	2088	84,454

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
		1: 0<1	
		2: 1<2	9.2%
		3: 2<3	17.5%
		4: 3<7	7.7%
PLCH/LTE/SGT/PTLM			
		5: 7<10	2.0%
		6: 10<15	2.0%
		7: 15<20	2.0%
		8: 20<25	2.0%
		9: 25<28	3.0%
		10: 28+	5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdgt **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027															
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY													
1	SLRY / WGS / BNFTS	510000	5	FULL TIME WAGES	PATROLMAN	695	34.50	PTLM STEP 1 B	0.39	808	27,873																
								37.66	PTLM STEP 1 B	0.61	1280	48,210															
								39.19	PTLM STEP 2 B				0.38	801	31,391												
								46.06	PTLM STEP 2 B				0.12	252	11,607												
								46.52	PTLM STEP 3 B				0.50	1035	48,148												
								695 Total			1.00	2088	76,083	1.00	2088	91,146											
												708	39.19	PTLM STEP 2 B			0.38	801	31,391								
													46.06	PTLM STEP 2 B			0.12	252	11,607								
													46.52	PTLM STEP 3 B			0.50	1035	48,148								
								708 Total			1.00	2088	91,146	1.00	2088	91,146											
						726	39.19	PTLM STEP 4 B			0.15	315	12,345														
								46.06	PTLM STEP 3 B			0.35	738	33,992													
								46.52	PTLM STEP 3 B			0.15	315	14,654													
								50.12	PTLM STEP 3 B			0.34	720	36,084													
								726 Total			1.00	2088	97,074	1.00	2088	97,074											
								TRANSITIONAL ADJUSTMENT				-	TRANSITIONAL ADJUSTMENT				(1.00)	1	(115,801)								
								- Total									(1.00)	1	(115,801)								
								5 Total			33.00	68904	3,398,956	33.00	70993	3,579,040											
									6	FULL TIME WAGES		ADM. ASSISTANT	596	29.63	GRADE 8 STEP 8	1.00	2088	61,870									
															31.60	GRADE 8 STEP 9				0.50	913.5	28,869					
31.92	GRADE 8 STEP 9				0.50	913.5	29,157																				
596 Total			1.00	2088	61,870	1.00	1827								58,026												
				OFFICE ADM.	597	33.07	GRADE 10 STEP 4								1.00	2088	69,048										
							35.27								GRADE 10 STEP 5				0.50	913.5	32,218						
							35.62								GRADE 10 STEP 5				0.50	913.5	32,540						
							597 Total								1.00	2088	69,048	1.00	1827	64,757							
																		EXEC. ASSISTANT	443	0.01	YOS: 11=10 1% of SLRY	0.00	81661.68	817	0.00	76542.26	765
																					39.11	GRADE 10 STEP 12	1.00	2088	81,662		
								41.69	GRADE 10 STEP 12				0.50	913.5							38,081						
								42.10	GRADE 10 STEP 12				0.50	913.5							38,462						
								443 Total			1.00	83749.68	82,478	1.00							78369.26	77,308					
								6 Total			3.00	87925.68	213,396	3.00							82023.26	200,091					
7	FULL TIME WAGES			MATRON	1			MATRON	0.00	1	6,000	0.00	1	6,000													
									0.00	1	6,000	0.00	1	6,000													
7 Total			0.00	1	6,000	0.00		1	6,000																		

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
		1: 0<1	
		2: 1<2	9.2%
		3: 2<3	17.5%
		4: 3<7	7.7%
PLCH/LTE/SGT/PTLM			
		5: 7<10	2.0%
		6: 10<15	2.0%
		7: 15<20	2.0%
		8: 20<25	2.0%
		9: 25<28	3.0%
		10: 28+	5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget **6,685,175**
 Budget Adjustments **(78,174)**
 FY 2026 Adj. Salary Bdg **6,607,001**

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027			
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY	
1	SLRY / WGS / BNFTS	510000	8	FULL TIME WAGES	CONTRACTUAL ADJ POLICE	-	135,715.00	CONTRACTUAL ADJ		1	135,715				
						- Total				1	135,715				
					CONTRACTUAL ADJ OTHER	-	13,239.00	CONTRACTUAL ADJ		1	13,239				
						- Total				1	13,239				
				8 Total						2	148,954				
	510000 Total									47.00	181889.7	5,295,323	47.50	174942.3	5,463,038
	511001	9	9	FULL TIME WAGES	POLICE CADET	668	21.00	POLICE CADET	1.00	2088	43,848				
						668 Total			1.00	2088	43,848				
						708	21.00	POLICE CADET	1.00	2088	43,848				
						708 Total			1.00	2088	43,848				
					POST OVERRIDE ADJUSTMENT	708		POST OVERRIDE ADJUSTMENT	(1.00)	1	(43,848)				
						708 Total			(1.00)	1	(43,848)				
				9 Total					1.00	4177	43,848				
	511001 Total								1.00	4177	43,848				
	513000	10	10	OVERTIME WAGES	COVERAGE	-	8,855.00	CITIZENS POLICE ACADEMY	0.00	1	8,855	0.00	1	8,855	
							18,826.41	WEB TASK FORCE - OT	0.00	1	18,826	0.00	1	18,826	
							19,847.73	TACTICAL ADV TRAINING - OT	0.00	1	19,848	0.00	1	19,848	
							28,132.00	INVESTIGATIONS	0.00	1	28,132	0.00	1	28,132	
							40,862.22	TRAINING -OT	0.00	1	40,862	0.00	1	40,862	
							81,021.28	IN-SERVICE TRAINING	0.00	1	81,021	0.00	1	81,021	
							95,650.00	COURT COVERAGE	0.00	1	95,650	0.00	1	95,650	
							458,243.83	SHIFT COVERAGE -OT	0.00	1	458,244	0.00	1	458,244	
						- Total			0.00	8	751,438	0.00	8	751,438	
				10 Total					0.00	8	751,438	0.00	8	751,438	
	513000 Total								0.00	8	751,438	0.00	8	751,438	
	514000	11	11	HOLIDAY	HOLIDAY	-	273,110.60	HOLIDAY	0.00	1	273,111	0.00	1	273,111	
						- Total			0.00	1	273,111	0.00	1	273,111	
				11 Total					0.00	1	273,111	0.00	1	273,111	
	514000 Total								0.00	1	273,111	0.00	1	273,111	
	514001	12	12	SHIFT DIFFERENTIAL	SHIFT DIFFERENTIAL	-	163,080.80	SHIFT DIFFERENTIAL	0.00	1	163,081	0.00	1	163,081	
						- Total			0.00	1	163,081	0.00	1	163,081	
				12 Total					0.00	1	163,081	0.00	1	163,081	
	514001 Total								0.00	1	163,081	0.00	1	163,081	
	517000	1	1	DEFERRED COMPENSATION	DEFERRED COMP	37	9,500.00	DEFERRED COMPENSATION	0.00	1	9,500	0.00	1	9,500	
						37 Total			0.00	1	9,500	0.00	1	9,500	
				1 Total					0.00	1	9,500	0.00	1	9,500	

TOWN OF BRIDGEWATER

POLICE DEPARTMENT FY 2027 DETAIL SLRY BUDGET
SLRY BUDGET = 96% of TOTAL POLICE BUDGET

GRADES	EDUCATION	STEP / YOS	% INCREASE
PLCH: Police Chief	A: Associates or Equivalent		10%
CPT: Captain	B: Bachelors		20%
LTE: Lieutenant	M: Masters		25%
SGT: Sergeant			
PTLM: Patrolmen			
PTLM ONLY			
		1: 0<1	
		2: 1<2	9.2%
		3: 2<3	17.5%
		4: 3<7	7.7%
PLCH/LTE/SGT/PTLM			
		5: 7<10	2.0%
		6: 10<15	2.0%
		7: 15<20	2.0%
		8: 20<25	2.0%
		9: 25<28	3.0%
		10: 28+	5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
PCH	1.00	1.00
CPT	0.00	0.50
LTE	2.00	2.00
SGT	8.00	8.00
PTLM	33.00	33.00
CDT	1.00	0.00
ADM	3.00	3.00
Total	48.00	47.50

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
PCH	4,526	0.07%
STEP/COLA/EDUC/HRS	53,548	0.81%
TRANSITION /POSITION CHNGS	65,793	1.00%
COVERAGE	0	0.00%
HOLIDAY	0	0.00%
SHIFT DIFFERENTIAL	0	0.00%
LONGEVITY	0	0.00%
UNIFORMS	0	0.00%
Total	123,867	1.87%

FY 2026 Salary Budget 6,685,175
 Budget Adjustments (78,174)
 FY 2026 Adj. Salary Bdgt 6,607,001

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS / UNITS	TOTAL SALARY	FTE	HOURS / UNITS	TOTAL SALARY
1	SLRY / WGS / BNFTS	517000	Total						0.00	1	9,500	0.00	1	9,500
		519004	14	UNIFORM/CLEANING ALLOW.	UNIFORM ALLOW.-CHIEF	-	3,350.00	UNIFORM ALLOW.-CHIEF	0.00	1	3,350	0.00	1	3,350
						- Total			0.00	1	3,350	0.00	1	3,350
					UNIFORM ALLOW.-POLICE	-	67,350.00	UNIFORM ALLOW.-POLICE	0.00	1	67,350	0.00	1	67,350
						- Total			0.00	1	67,350	0.00	1	67,350
			14	Total					0.00	2	70,700	0.00	2	70,700
		519004	Total						0.00	2	70,700	0.00	2	70,700
	SLRY / WGS / BNFTS Total								48.00	186079.7	6,607,001	47.50	174955.3	6,730,868
	Grand Total								48.00	186079.7	6,607,001	47.50	174955.3	6,730,868



FIRE DEPARTMENT BUDGET

**TOWN OF BRIDGEWATER
FIRE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
STEP/COLA/RESTRUCTURING EXPENSE	(47,480)	-0.70%
Total Budget (Decrease)	(53,980)	-0.76%

FY 2026 Adj. Salary Budget 6,764,326
 FY 2026 Expense Budget 379,998
Total **7,144,324**

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027	
1	SALRY / WGS / BENFT	510000	FULL TIME WAGES	1	CHIEF	64	206,709	210,844	
				2	DEPUTY	112	150,469	150,469	
				3	CAPTAIN	54	136,319	136,319	
						62	133,999	133,999	
						98	129,556	132,136	
						110	129,556	129,556	
				4	CODE ENFORCEMENT OFCR	115	126,046	126,046	
				5	LIEUTENANT	132	112,369	114,116	
						138	109,462	111,063	
						139	111,969	113,570	
						169	112,221	112,971	
						131	EMS TRAINER	113,372	115,121
						342	LIEUTENANT TRAINER	105,350	105,350
				6	FIREFIGHTER	101	99,822	102,775	
						109	95,309	95,309	
						114	95,309	95,309	
						117	95,309	95,309	
						137	96,950		
						170	97,300	97,952	
						241	95,821	96,121	
						242	91,308	91,608	
						243	91,308	91,608	
						244	95,821	96,121	
						266	94,197	95,117	
						267	94,197	95,117	
						268	95,200	96,121	
						270	90,689	91,610	
						271	95,200	96,121	
						275	90,689	91,610	
						329	89,811	90,412	
		330	94,325	94,925					

**TOWN OF BRIDGEWATER
FIRE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
STEP/COLA/RESTRUCTURING EXPENSE	(47,480)	-0.70%
	(6,500)	-1.71%
Total Budget (Decrease)	(53,980)	-0.76%

FY 2026 Adj. Salary Budget	6,764,326
FY 2026 Expense Budget	379,998
Total	7,144,324

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
1	SALRY / WGS / BENFT	510000	FULL TIME WAGES	6	FIREFIGHTER	343	93,614	93,614
						344	95,791	
						378	94,325	94,325
						379	93,322	93,322
						383	94,325	94,325
						418	94,580	95,328
						420	94,580	95,328
						556	93,567	93,567
						573	91,561	91,561
						574	92,564	93,567
						576	93,567	93,567
						577	92,564	92,564
						592	92,564	92,564
						593	88,052	88,052
						594	88,052	88,052
						602	91,692	92,564
						603	91,581	92,564
						612	85,848	91,561
						635	80,571	89,927
						647	79,076	84,976
						649	78,961	84,864
						723		81,690
						724		76,174
						990		37,099
				7	EXECUTIVE ASSISTANT	458	82,478	76,542
					ADMINISTRATIVE ASSISTANT	676	44,064	37,929
				7a	CONTRACTUAL ADJUSTMENT	-	96,147	242,000
		512000	CHAPLAIN	8	CHAPLAIN	-	500	500
		513000	OVER TIME WAGES	9	COVERAGE	-	889,322	664,093
		514000	HOLIDAY PAY	10	HOLIDAY PAY	-	213,177	213,177
		514600	LONGEVITY	11	EXECUTIVE ASSISTANT	458	2,474	2,296

**TOWN OF BRIDGEWATER
FIRE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
STEP/COLA/RESTRUCTURING EXPENSE	(47,480)	-0.70%
Total Budget (Decrease)	(53,980)	-0.76%

FY 2026 Adj. Salary Budget **6,764,326**
 FY 2026 Expense Budget **379,998**
 Total **7,144,324**

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
1	SALRY / WGS / BENFT	515000	SPECIAL PAY - CONTRACTUAL	12	ACTING CHIEF PAY	-	3,000	3,000
		519000	.	13	COMPUTER STIPEND	420	850	850
					EMS STIPEND	241	1,000	1,000
						243	1,000	
						266	1,000	1,000
						268	1,000	1,000
						418		1,000
					FIRE ALARM STIPEND	275	850	850
					SAFE STIPEND	270		850
						418	850	
					SENIORS STIPEND	383	850	850
					TECH RESCUE STIPEND	342	850	850
					MECHANIC STIPEND	132	1,000	1,000
						244	850	850
						379	850	850
			CLEANING ALLOW.		-	63,600	63,600	
			EQUIPMENT ALLOW.		-	15,900	15,900	
		519003	TRAINING/PROF DEV - ST	14	TRAINING/PROF DEV - ST	-	66,000	51,000
	SALRY / WGS / BENFT Total						6,764,326	6,716,846
2	EXPENSES	524000	NETWORK EXP/SOFTWARE MAINT.	1	CONTRACTS: WEBSITE/EPR/IMC/NBM/FIRE	-	30,000	30,000
		524001	BUILDINGS & GROUNDS	2	CONTRACTED SERVICES	-	13,600	13,600
		524006	VEHICLE MAINTENANCE	3	VEHICLE MAINTENANCE	-	75,000	70,000
		524007	EMS EQUIPMENT MAINTENANCE	4	CARDIAC MONITOR, STRETCHER, STAIR CHAIR MAINT.	-	8,000	8,000
		524015	COMMUNICATION MAINTAINANCE	5	EQUIPMENT MAINTAINANCE	-	3,000	3,000
		529003	HAZARDOUS WASTE REMOVAL	6	DISPOSAL FEE	-	1,500	1,500
		530000	PROFESSIONAL SERVICES	7	AMBULANCE BILLING	-	87,000	87,000
		530001	PROFESSIONAL SERVICES	8	PROFESSIONAL SERVICES	-	10,860	10,860
		534000	POSTAGE	9	POSTAGE	-	300	300
		534002	WIRELESS COMMUNICATIONS	10	WIRELESS PHONE	-	1,000	1,000
		542000	OFFICE SUPPLIES	11	OFFICE SUPPLIES	-	3,500	3,000
		543000	BLDG MAINTENANCE SUPPLIES	12	BLDG MAINTENANCE SUPPLIES	-	7,000	7,000

**TOWN OF BRIDGEWATER
FIRE DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
STEP/COLA/RESTRUCTURING EXPENSE	(47,480)	-0.70%
Total Budget (Decrease)	(53,980)	-0.76%

FY 2026 Adj. Salary Budget **6,764,326**
 FY 2026 Expense Budget **379,998**
Total **7,144,324**

GROUP	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
2	EXPENSES	548000	VEHICLE EQUIPMENT SUPPLIES	13	VEHICLE EQUIPMENT SUPPLIES	-	16,500	16,500
		550000	MEDICAL SUPPLIES	14	EMS AMBULANCE	-	74,188	74,188
				15	OXYGEN FOR AMBULANCES	-	750	750
				16	BROCKTON HOSPITAL	-	3,000	3,000
		558012	PROTECTIVE CLOTHING & UNIFORMS	17	PPE	-	35,000	35,000
		570000	OTHER EXPENSES	18	MISC	-	1,000	750
		571500	CONFERENCES/SEMINARS	19	MEETING EXPENSES	-	3,000	2,250
		573000	DUES/MEMBERSHIPS/SUBSCRIPTIONS	20	DUES & MEMBERSHIPS	-	3,000	3,000
		578036	AMBULANCE LICENSE RENEWAL	21	COM LICENSE RENEWALS	-	2,800	2,800
EXPENSES Total							379,998	373,498
Grand Total							7,144,324	7,090,344



FIRE DEPARTMENT DETAIL SALARY

TOWN OF BRIDGEWATER			GRADES	CERTIFICATION (% of Base Hourly Rate)	STEP / YOS	% INCREASE
FIRE DEPARTMENT FY 2027 DETAIL SLRY BUDGET			FCH: Fire Chief	EMT-B	13.50%	
SLRY BUDGET = 95% of TOTAL FIRE BUDGET			DPT: Deputy Chief	EMT-I	15.50%	FF ONLY
SUMMARY OF PAYROLL INCREASE (DECREASE)			CPT: Captain	EMP-P	17.50%	1: 0<1
DESCRIPTION	AMOUNT	PERCENT	ETS: Captain EMS			2: 1<2 7.8%
FCH/DEPUTY	4,134	0.06%	LTE: Lieutenant			3: 2<3 7.9%
STEP/COLA	172,079	2.54%	FF: Firefighter			4: 3<7 7.0%
TRANSITIONAL/HRS STAFFING CHGS	16,536	0.24%		EDUCATION (Annual Amount)		5: 7<10 2.0%
OVERTIME WAGES	(225,229)	-3.33%		30 C = Credits	2,000	6: 10<15 2.0%
TRAINING/PROF DEV - ST	(15,000)	-0.22%		A = Associates	3,500	7: 15<20 2.0%
Total	(47,480)	-0.70%		B = Bachelors	4,500	8: 20<25 2.0%
				M = Masters	5,500	9: 25<28 3.0%
						10: 28+ 5.0%
						DPT/CPT/ETS/LTE
						2: 7<10 2.0%
						3: 10<15 2.0%
						4: 15<20 2.0%
						5: 20<24 2.0%
						6: 25<28 3.0%
						7: 28+ 5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
FCH	1.00	1.00
DPTY	1.00	1.00
CPT	4.00	4.00
CPT-FPO	1.00	1.00
LTE	4.00	4.00
LTE-EMS	1.00	1.00
LTE-T	1.00	1.00
FF	39.00	39.50
ADM	1.62	1.56
Total	53.62	54.06

FY 2026 Salary Budget	6,518,179
Budget Adjustments	246,147
FY 2026 Adj. Salary Budget	<u>6,764,326</u>

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027			
									FTE	HOURS/ UNITS	TOTAL SALARY	FTE	HOURS/ UNITS	TOTAL SALARY	
1	SALRY / WGS / BENFT	510000	1	FULL TIME WAGES	CHIEF	64	99.00 JSCH-3 100.98 JSCH-4		1.00	2088	206,709		1.00	2088	210,844
				1 Total					1.00	2088	206,709		1.00	2088	210,844
			2	FULL TIME WAGES	DEPUTY	112	68.71 DPT-5 EMT-P - M		1.00	2190	150,469		1.00	2190	150,469
				2 Total					1.00	2190	150,469		1.00	2190	150,469
			3	FULL TIME WAGES	CAPTAIN	54	62.25 CPT-7 EMT-P		1.00	2190	136,319		1.00	2190	136,319
						62	61.19 CPT-7 EMT-I		1.00	2190	133,999		1.00	2190	133,999
						98	59.16 CPT-5 EMT-P - A		1.00	2190	129,556	0.32	696	41,174	
							60.88 CPT-6 EMT-P - A					0.68	1494	90,962	
						110	59.16 CPT-5 EMT-P - A		1.00	2190	129,556		1.00	2190	129,556
				3 Total					4.00	8760	529,430		4.00	8760	532,010
			4	FULL TIME WAGES	CODE ENFORCEMENT OFCR	115	57.56 CPT-5 EMT-P		1.00	2190	126,046		1.00	2190	126,046
				4 Total					1.00	2190	126,046		1.00	2190	126,046
			5	FULL TIME WAGES	LIEUTENANT	132	51.13 LTE-4 EMT-P - B		0.81	1782	91,109				
							52.11 LTE-5 EMT-P - B		0.19	408	21,260		1.00	2190	114,116
						138	49.98 LTE-4 EMT-P - 30 C		1.00	2190	109,462	0.25	558	27,890	
							50.96 LTE-5 EMT-P - 30 C					0.75	1632	83,173	
						139	51.13 LTE-4 EMT-P - B		1.00	2190	111,969	0.25	558	28,529	
							52.11 LTE-5 EMT-P - B					0.75	1632	85,041	
						169	50.62 LTE-3 EMT-P - M		0.36	780	39,486				
							51.59 LTE-4 EMT-P - M		0.64	1410	72,735		1.00	2190	112,971
					EMS TRAINER	131	51.59 LTE-4 EMT-P - M		0.81	1782	91,925				
							52.57 LTE-5 EMT-P - M		0.19	408	21,447		1.00	2190	115,121
					LIEUTENANT TRAINER	342	48.10 LTE-3 EMT-P		1.00	2190	105,350		1.00	2190	105,350
				5 Total					6.00	13140	664,742		6.00	13140	672,191

TOWN OF BRIDGEWATER			GRADES	CERTIFICATION (% of Base Hourly Rate)	STEP / YOS	% INCREASE
FIRE DEPARTMENT FY 2027 DETAIL SLRY BUDGET			FCH: Fire Chief	EMT-B	13.50%	
SLRY BUDGET = 95% of TOTAL FIRE BUDGET			DPT: Deputy Chief	EMT-I	15.50%	FF ONLY
SUMMARY OF PAYROLL INCREASE (DECREASE)			CPT: Captain	EMP-P	17.50%	1: 0<1
DESCRIPTION	AMOUNT	PERCENT	ETS: Captain EMS			2: 1<2 7.8%
FCH/DEPUTY	4,134	0.06%	LTE: Lieutenant			3: 2<3 7.9%
STEP/COLA	172,079	2.54%	FF: Firefighter			4: 3<7 7.0%
TRANSITIONAL/HRS STAFFING CHGS	16,536	0.24%		EDUCATION (Annual Amount)		5: 7<10 2.0%
OVERTIME WAGES	(225,229)	-3.33%		30 C = Credits	2,000	6: 10<15 2.0%
TRAINING/PROF DEV - ST	(15,000)	-0.22%		A = Associates	3,500	7: 15<20 2.0%
Total	(47,480)	-0.70%		B = Bachelors	4,500	8: 20<25 2.0%
				M = Masters	5,500	9: 25<28 3.0%
						10: 28+ 5.0%
						DPT/CPT/ETS/LTE
						2: 7<10 2.0%
						3: 10<15 2.0%
						4: 15<20 2.0%
						5: 20<24 2.0%
						6: 25<28 3.0%
						7: 28+ 5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
FCH	1.00	1.00
DPTY	1.00	1.00
CPT	4.00	4.00
CPT-FPO	1.00	1.00
LTE	4.00	4.00
LTE-EMS	1.00	1.00
LTE-T	1.00	1.00
FF	39.00	39.50
ADM	1.62	1.56
Total	53.62	54.06

FY 2026 Salary Budget	6,518,179
Budget Adjustments	246,147
FY 2026 Adj. Salary Budget	<u>6,764,326</u>

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS/ UNITS	TOTAL SALARY	FTE	HOURS/ UNITS	TOTAL SALARY
1	SALRY / WGS / BENFT	510000	6	FULL TIME WAGES	FIREFIGHTER	101	45.58	FF-8 EMT-P - B	1.00	2190	99,822			
							46.04	FF-8 EMT-P - M				0.32	696	32,043
							47.34	FF-9 EMT-P - M				0.68	1494	70,732
						109	43.52	FF-8 EMT-P	1.00	2190	95,309	1.00	2190	95,309
						114	43.52	FF-8 EMT-P	1.00	2190	95,309	1.00	2190	95,309
						117	43.52	FF-8 EMT-P	1.00	2190	95,309	1.00	2190	95,309
						137	44.27	FF-7 EMT-P - A	1.00	2190	96,950			
						170	43.89	FF-6 EMT-P - B	0.36	780	34,235			
							44.73	FF-7 EMT-P - B	0.64	1410	63,065	1.00	2190	97,952
						241	43.07	FF-5 EMT-P - B	0.17	366	15,764			
							43.89	FF-6 EMT-P - B	0.83	1824	80,057	1.00	2190	96,121
						242	41.01	FF-5 EMT-P	0.17	366	15,010			
							41.83	FF-6 EMT-P	0.83	1824	76,298	1.00	2190	91,608
						243	41.01	FF-5 EMT-P	0.17	366	15,010			
							41.83	FF-6 EMT-P	0.83	1824	76,298	1.00	2190	91,608
						244	43.07	FF-5 EMT-P - B	0.17	366	15,764			
							43.89	FF-6 EMT-P - B	0.83	1824	80,057	1.00	2190	96,121
						266	42.61	FF-5 EMT-P - A	0.51	1122	47,811			
							43.43	FF-6 EMT-P - A	0.49	1068	46,386	1.00	2190	95,117
						267	42.61	FF-5 EMT-P - A	0.51	1122	47,811			
							43.43	FF-6 EMT-P - A	0.49	1068	46,386	1.00	2190	95,117
						268	43.07	FF-5 EMT-P - B	0.51	1122	48,325			
							43.89	FF-6 EMT-P - B	0.49	1068	46,875			
							43.89	FF-6 EMT-P - B				1.00	2190	96,121
						270	41.01	FF-5 EMT-P	0.51	1122	46,013			
							41.83	FF-6 EMT-P				1.00	2190	91,610
							41.83	FF-6 EMT-P	0.49	1068	44,676			

TOWN OF BRIDGEWATER			GRADES	CERTIFICATION (% of Base Hourly Rate)	STEP / YOS	% INCREASE
FIRE DEPARTMENT FY 2027 DETAIL SLRY BUDGET			FCH: Fire Chief	EMT-B	13.50%	
SLRY BUDGET = 95% of TOTAL FIRE BUDGET			DPT: Deputy Chief	EMT-I	15.50%	FF ONLY
SUMMARY OF PAYROLL INCREASE (DECREASE)			CPT: Captain	EMP-P	17.50%	1: 0<1
DESCRIPTION	AMOUNT	PERCENT	ETS: Captain EMS			2: 1<2
FCH/DEPUTY	4,134	0.06%	LTE: Lieutenant			3: 2<3
STEP/COLA	172,079	2.54%	FF: Firefighter			4: 3<7
TRANSITIONAL/HRS STAFFING CHGS	16,536	0.24%				5: 7<10
OVERTIME WAGES	(225,229)	-3.33%				6: 10<15
TRAINING/PROF DEV - ST	(15,000)	-0.22%				7: 15<20
Total	(47,480)	-0.70%				8: 20<25
						9: 25<28
						10: 28+
						DPT/CPT/ETS/LTE
						2: 7<10
						3: 10<15
						4: 15<20
						5: 20<24
						6: 25<28
						7: 28+

HEAD COUNT		
Position	2026 FTE	2027 FTE
FCH	1.00	1.00
DPTY	1.00	1.00
CPT	4.00	4.00
CPT-FPO	1.00	1.00
LTE	4.00	4.00
LTE-EMS	1.00	1.00
LTE-T	1.00	1.00
FF	39.00	39.50
ADM	1.62	1.56
Total	53.62	54.06

FY 2026 Salary Budget	6,518,179
Budget Adjustments	246,147
FY 2026 Adj. Salary Budget	<u>6,764,326</u>

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS/ UNITS	TOTAL SALARY	FTE	HOURS/ UNITS	TOTAL SALARY
1	SALRY / WGS / BENFT	510000	6	FULL TIME WAGES	FIREFIGHTER	271	43.07	FF-5 EMT-P - B	0.51	1122	48,325			
							43.89	FF-6 EMT-P - B	0.49	1068	46,875			
							43.89	FF-6 EMT-P - B				1.00	2190	96,121
						275	41.01	FF-5 EMT-P	0.51	1122	46,013			
							41.83	FF-6 EMT-P				1.00	2190	91,610
							41.83	FF-6 EMT-P	0.49	1068	44,676			
						329	41.01	FF-5 EMT-P	1.00	2190	89,811	0.67	1458	59,792
							41.83	FF-6 EMT-P				0.33	732	30,620
							43.07	FF-5 EMT-P - B	1.00	2190	94,325	0.67	1458	62,797
							43.89	FF-6 EMT-P - B				0.33	732	32,128
						343	42.75	FF-6 EMT-P - 30 C	1.00	2190	93,614	1.00	2190	93,614
						344	43.07	FF-5 EMT-P - B	0.18	402	17,314			
							43.89	FF-6 EMT-P - B	0.82	1788	78,477			
							43.07	FF-5 EMT-P - B	1.00	2190	94,325	1.00	2190	94,325
							42.61	FF-5 EMT-P - A	1.00	2190	93,322	1.00	2190	93,322
							43.07	FF-5 EMT-P - B	1.00	2190	94,325	1.00	2190	94,325
						418	42.72	FF-4 EMT-P - M	0.42	930	39,734			
							43.53	FF-5 EMT-P - M	0.58	1260	54,846	1.00	2190	95,328
							42.72	FF-4 EMT-P - M	0.42	930	39,734			
						420	42.72	FF-4 EMT-P - M	0.58	1260	54,846	1.00	2190	95,328
							43.53	FF-5 EMT-P - M	0.58	1260	54,846	1.00	2190	95,328
						556	42.72	FF-4 EMT-P - M	1.00	2190	93,567	1.00	2190	93,567
						573	41.81	FF-4 EMT-P - A	1.00	2190	91,561	1.00	2190	91,561
						574	42.27	FF-4 EMT-P - B	1.00	2190	92,564			
							42.72	FF-4 EMT-P - M				1.00	2190	93,567
						576	42.72	FF-4 EMT-P - M	1.00	2190	93,567	1.00	2190	93,567
						577	42.27	FF-4 EMT-P - B	1.00	2190	92,564	1.00	2190	92,564
						592	42.27	FF-4 EMT-P - B	1.00	2190	92,564	1.00	2190	92,564
						593	40.21	FF-4 EMT-P	1.00	2190	88,052	1.00	2190	88,052
						594	40.21	FF-4 EMT-P	1.00	2190	88,052	1.00	2190	88,052

TOWN OF BRIDGEWATER			GRADES	CERTIFICATION (% of Base Hourly Rate)	STEP / YOS	% INCREASE
FIRE DEPARTMENT FY 2027 DETAIL SLRY BUDGET			FCH: Fire Chief	EMT-B	13.50%	
SLRY BUDGET = 95% of TOTAL FIRE BUDGET			DPT: Deputy Chief	EMT-I	15.50%	FF ONLY
SUMMARY OF PAYROLL INCREASE (DECREASE)			CPT: Captain	EMP-P	17.50%	1: 0<1
DESCRIPTION	AMOUNT	PERCENT	ETS: Captain EMS			2: 1<2 7.8%
FCH/DEPUTY	4,134	0.06%	LTE: Lieutenant			3: 2<3 7.9%
STEP/COLA	172,079	2.54%	FF: Firefighter			4: 3<7 7.0%
TRANSITIONAL/HRS STAFFING CHGS	16,536	0.24%		EDUCATION (Annual Amount)		5: 7<10 2.0%
OVERTIME WAGES	(225,229)	-3.33%		30 C = Credits	2,000	6: 10<15 2.0%
TRAINING/PROF DEV - ST	(15,000)	-0.22%		A = Associates	3,500	7: 15<20 2.0%
Total	(47,480)	-0.70%		B = Bachelors	4,500	8: 20<25 2.0%
				M = Masters	5,500	9: 25<28 3.0%
						10: 28+ 5.0%
						DPT/CPT/ETS/LTE
						2: 7<10 2.0%
						3: 10<15 2.0%
						4: 15<20 2.0%
						5: 20<24 2.0%
						6: 25<28 3.0%
						7: 28+ 5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
FCH	1.00	1.00
DPTY	1.00	1.00
CPT	4.00	4.00
CPT-FPO	1.00	1.00
LTE	4.00	4.00
LTE-EMS	1.00	1.00
LTE-T	1.00	1.00
FF	39.00	39.50
ADM	1.62	1.56
Total	53.62	54.06

FY 2026 Salary Budget	6,518,179
Budget Adjustments	246,147
FY 2026 Adj. Salary Budget	<u>6,764,326</u>

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS/ UNITS	TOTAL SALARY	FTE	HOURS/ UNITS	TOTAL SALARY
1	SALRY / WGS / BENFT	510000	6	FULL TIME WAGES	FIREFIGHTER	602	39.62	FF-3 EMT-P - B	0.15	330	13,076			
							42.27	FF-4 EMT-P - B	0.85	1860	78,616	1.00	2190	92,564
						603	39.62	FF-3 EMT-P - B	0.17	372	14,740			
							42.27	FF-4 EMT-P - B	0.83	1818	76,841	1.00	2190	92,564
						612	37.56	FF-3 EMT-P	0.38	834	31,328			
							40.21	FF-4 EMT-P	0.62	1356	54,520			
							41.81	FF-4 EMT-P - A				1.00	2190	91,561
						635	34.82	FF-2 EMT-P	0.28	618	21,522			
							37.56	FF-3 EMT-P	0.72	1572	59,049			
							39.17	FF-3 EMT-P - A				0.28	618	24,204
							41.81	FF-4 EMT-P - A				0.72	1572	65,723
						647	34.82	FF-2 EMT-P	0.53	1164	40,536			
							37.56	FF-3 EMT-P	0.47	1026	38,540	0.53	1164	43,724
							40.21	FF-4 EMT-P				0.47	1026	41,252
						649	34.82	FF-2 EMT-P	0.55	1206	41,999			
							37.56	FF-3 EMT-P	0.45	984	36,962	0.55	1206	45,301
							40.21	FF-4 EMT-P				0.45	984	39,563
						723	34.81	FF-1 EMT-P - M				0.02	36	1,253
							37.34	FF-2 EMT-P - M				0.98	2154	80,437
						724	32.29	FF-1 EMT-P				0.02	36	1,162
							34.82	FF-2 EMT-P				0.98	2154	75,012
						990	34.35	FF-1 EMT-P - B				0.49	1080	37,099
						6 Total			39.00	85410	3,599,317	39.49	86490	3,644,298

TOWN OF BRIDGEWATER			GRADES	CERTIFICATION (% of Base Hourly Rate)	STEP / YOS	% INCREASE
FIRE DEPARTMENT FY 2027 DETAIL SLRY BUDGET			FCH: Fire Chief	EMT-B	13.50%	
SLRY BUDGET = 95% of TOTAL FIRE BUDGET			DPT: Deputy Chief	EMT-I	15.50%	FF ONLY
SUMMARY OF PAYROLL INCREASE (DECREASE)			CPT: Captain	EMP-P	17.50%	1: 0<1
DESCRIPTION	AMOUNT	PERCENT	ETS: Captain EMS			2: 1<2 7.8%
FCH/DEPUTY	4,134	0.06%	LTE: Lieutenant			3: 2<3 7.9%
STEP/COLA	172,079	2.54%	FF: Firefighter			4: 3<7 7.0%
TRANSITIONAL/HRS STAFFING CHGS	16,536	0.24%		EDUCATION (Annual Amount)		5: 7<10 2.0%
OVERTIME WAGES	(225,229)	-3.33%		30 C = Credits	2,000	6: 10<15 2.0%
TRAINING/PROF DEV - ST	(15,000)	-0.22%		A = Associates	3,500	7: 15<20 2.0%
Total	(47,480)	-0.70%		B = Bachelors	4,500	8: 20<25 2.0%
				M = Masters	5,500	9: 25<28 3.0%
						10: 28+ 5.0%
						DPT/CPT/ETS/LTE
						2: 7<10 2.0%
						3: 10<15 2.0%
						4: 15<20 2.0%
						5: 20<24 2.0%
						6: 25<28 3.0%
						7: 28+ 5.0%

HEAD COUNT		
Position	2026 FTE	2027 FTE
FCH	1.00	1.00
DPTY	1.00	1.00
CPT	4.00	4.00
CPT-FPO	1.00	1.00
LTE	4.00	4.00
LTE-EMS	1.00	1.00
LTE-T	1.00	1.00
FF	39.00	39.50
ADM	1.62	1.56
Total	53.62	54.06

FY 2026 Salary Budget	6,518,179
Budget Adjustments	246,147
FY 2026 Adj. Salary Budget	<u>6,764,326</u>

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS/ UNITS	TOTAL SALARY	FTE	HOURS/ UNITS	TOTAL SALARY
1	SALRY / WGS / BENFT	510000	7	FULL TIME WAGES	EXECUTIVE ASSISTANT	458	39.50	GRADE 10-12	1.00	2088	82,478			
							41.69	GRADE 10-12				0.50	914	38,081
							42.10	GRADE 10-12				0.50	914	38,462
					ADMINISTRATIVE ASSISTANT	676	33.90	GRADE 10 STEP 5	0.62	1300	44,064			
							36.15	GRADE 10 STEP 6				0.29	522	18,870
							36.51	GRADE 10 STEP 6				0.29	522	19,059
				7 Total					1.62	3388	126,542	1.57	2871	114,472
				7a	FULL TIME WAGES		-	CONTRACTUAL ADJUSTMENT		1	96,147			
								CONTRACTUAL ADJUSTMENT					1	242,000
				7a Total						1	96,147			242,000
	510000 Total								53.62	117167	5,499,402	54.06	117730	5,692,329
	512000		8	CHAPLAIN	CHAPLAIN	-	500.00	CHAPLAN		1	500		1	500
				8 Total						1	500		1	500
	512000 Total									1	500		1	500
	513000		9	OVER TIME WAGES	COVERAGE	-	664,093.25	TIME OFF COVERAGE		1	889,322		1	664,093
							889,322.16	TIME OFF COVERAGE		1	889,322		1	664,093
				9 Total						1	889,322		1	664,093
	513000 Total									1	889,322		1	664,093
	514000		10	HOLIDAY PAY	HOLIDAY PAY	-	213,177.43	HOLIDAY PAY - ST: 12 HR DAYS		1	213,177		1	213,177
				10 Total						1	213,177		1	213,177
	514000 Total									1	213,177		1	213,177
	514600		11	LONGEVITY	EXECUTIVE ASSISTANT	458	0.03	YOS: 20 = 3% of SALARY		82478	2,474			
								YOS: 21 = 3% of SALARY					76542	2,296
				11 Total						82478	2,474		76542	2,296
	514600 Total									82478	2,474		76542	2,296
	515000		12	SPECIAL PAY - CONTRACTUA	ACTING CHIEF PAY	-	3,000.00	CONTRACTUAL		1	3,000		1	3,000
				12 Total						1	3,000		1	3,000

TOWN OF BRIDGEWATER			GRADES	CERTIFICATION (% of Base Hourly Rate)	STEP / YOS	% INCREASE
FIRE DEPARTMENT FY 2027 DETAIL SLRY BUDGET			FCH: Fire Chief	EMT-B	13.50%	
SLRY BUDGET = 95% of TOTAL FIRE BUDGET			DPT: Deputy Chief	EMT-I	15.50%	FF ONLY
SUMMARY OF PAYROLL INCREASE (DECREASE)			CPT: Captain	EMP-P	17.50%	1: 0<1
DESCRIPTION	AMOUNT	PERCENT	ETS: Captain EMS			2: 1<2
FCH/DEPUTY	4,134	0.06%	LTE: Lieutenant			3: 2<3
STEP/COLA	172,079	2.54%	FF: Firefighter			4: 3<7
TRANSITIONAL/HRS STAFFING CHGS	16,536	0.24%				5: 7<10
OVERTIME WAGES	(225,229)	-3.33%				6: 10<15
TRAINING/PROF DEV - ST	(15,000)	-0.22%				7: 15<20
Total	(47,480)	-0.70%				8: 20<25
						9: 25<28
						10: 28+
						DPT/CPT/ETS/LTE
						2: 7<10
						3: 10<15
						4: 15<20
						5: 20<24
						6: 25<28
						7: 28+

HEAD COUNT		
Position	2026 FTE	2027 FTE
FCH	1.00	1.00
DPTY	1.00	1.00
CPT	4.00	4.00
CPT-FPO	1.00	1.00
LTE	4.00	4.00
LTE-EMS	1.00	1.00
LTE-T	1.00	1.00
FF	39.00	39.50
ADM	1.62	1.56
Total	53.62	54.06

FY 2026 Salary Budget	6,518,179
Budget Adjustments	246,147
FY 2026 Adj. Salary Budget	<u>6,764,326</u>

S/E	GROUP DESCRIPTION	OBJ	SEQ #	DESCRIPTION	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026		2027				
									FTE	HOURS/ UNITS	TOTAL SALARY	FTE	HOURS/ UNITS	TOTAL SALARY	
1	SALRY / WGS / BENFT	515000 Total													
		519000	13	STIPEND - CONTRACTUAL	COMPUTER STIPEND	420	850.00	COMPUTER SUPERVISOR		1	3,000	1	3,000		
					EMS STIPEND	241	1,000.00	EMS LIASON		1	850	1	850		
						243	1,000.00	EMS LIASON		1	1,000				
						266	1,000.00	EMS LIASON		1	1,000	1	1,000		
						268	1,000.00	EMS LIASON		1	1,000	1	1,000		
						418	1,000.00	EMS LIASON				1	1,000		
					FIRE ALARM STIPEND	275	850.00	FIRE ALARM SUPERVISOR		1	850	1	850		
					SAFE STIPEND	270	850.00	SAFE SUPERVISOR				1	850		
						418	850.00	SAFE SUPERVISOR		1	850				
					SENIORS STIPEND	383	850.00	SENIORS FIRST SUPERVISOR		1	850	1	850		
					TECH RESCUE STIPEND	342	850.00	TECH RESCUE SUPERVISOR		1	850	1	850		
					MECHANIC STIPEND	132	1,000.00	MECHANIC SUPERVISOR		1	1,000	1	1,000		
						244	850.00	ASSISSTANT MECHANIC		1	850	1	850		
						379	850.00	ASSISSTANT MECHANIC		1	850	1	850		
					CLEANING ALLOW.	-	1,200.00	CLEANING ALLOW. - STIPEND		53	63,600	53	63,600		
					EQUIPMENT ALLOW.	-	300.00	EQUIPMENT ALLOW. - STIPEND		53	15,900	53	15,900		
					13 Total					118	90,450	118	90,450		
		519000 Total													
		519003	14	TRAINING/PROF DEV - ST	TRAINING/PROF DEV - ST	-	51,000.00	MAINTAIN CERTIFICATION				1	51,000		
							66,000.00	MAINTAIN CERTIFICATION		1	66,000				
					14 Total					1	66,000	1	51,000		
		519003 Total													
										1	66,000	1	51,000		
					SALRY / WGS / BENFT Total					53.62	199768	6,764,326	54.06	194395	6,716,846
					Grand Total					53.62	199768	6,764,326	54.06	194395	6,716,846



ISD BUDGET

TOWN OF BRIDGEWATER
INSPECTIONAL SERVICES & ANIMAL CONTROL TM RECOMMENDED FY 2027 BUDGET

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
STEPS/COLA/YOS	11,922	3.10%
STAFFING CHANGES	(64,937)	-16.91%
EXPENSES	(7,000)	-7.93%
Total Budget (Decrease)	(60,015)	-12.71%

FY 2026 Adjusted Salary Budget	384,031
FY 2026 Adjusted Expense Budget	88,250
Total	472,281

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027														
240	INSPECTIONAL SVCS	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES		BLDG INSP./ZONING ENF.	333	115,787	107,034														
							PLUMBING INSPECTOR	381	86,513	54,404														
							WIRING INSPECTOR	200	86,513	76,165														
							OFFICE ADMINISTRATOR	122	76,669	69,737														
							511002	PART TIME WAGES	1	INSPECTOR COVERAGE	-	5,000												
							513000	OVERTIME WAGES	1	OVERTIME CALLBACK	-	9,700												
							514600	LONGEVITY	1	BLDG INSP./ZONING ENF.	333	1,070												
									2	PLUMBING INSPECTOR	381	865												
									3	OFFICE ADMINISTRATOR	122	1,395												
							519000	STIPEND/CONTRACTUAL	1	BLDG INSP./ZONING ENF.	333	150												
									3	PLUMBING INSPECTOR	381	150												
									4	WIRING INSPECTOR	200	150												
									5	SEALER OF WGHTS & MEAS	38	6,000												
										SLRY/WGS/BNFTS Total		384,031	331,016											
							2	EXPENSES			524006	MAINT/REPAIR OF VEHICLES	1	OIL CHANGE / INSPECTION	-	1,000	0							
																		534000	POSTAGE	2	POSTAGE	-	750	1,000
																		538056	UNIFORMS	3	UNIFORMS	-	1,000	1,000
																		542000	OFFICE SUPPLIES	4	OFFICE SUPPLIES	-	4,000	3,000
																		558000	WEIGHTS & MEASURES EXPENSE	5	EXPENSES	-	500	500
																		571002	MILEAGE	6	INSP. SERVICES STAFF	-	2,500	500
571500	CONFERENCES/SEMINARS	7	FEES FOR ATTENDING	-	3,000	2,250																		
573000	DUES/MEMBERSHIPS/SUBSCRIPTI	8	DUES/MEMBERSHIPS/SUBSCRIP'	-	500	500																		
			EXPENSES Total		13,250	8,750																		
			INSPECTIONAL SVCS Total		397,281	339,766																		
292	ANIMAL CONTROL	2	EXPENSES	530000	PROF & TECHNICAL	1	PROF & TECHNICAL	-	75,000	72,500														
									EXPENSES Total	75,000	72,500													
	ANIMAL CONTROL Total								75,000	72,500														
Grand Total									472,281	412,266														



ISD DETAIL SALARY



EDUCATION

**TOWN OF BRIDGEWATER
EDUCATION FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT TO TOTAL
B/R Regional Dist Tuition	1,282,888	2.97%
B/R School Debt	(116,804)	-0.27%
Bristol Agricultural Tuition	(59,222)	-0.14%
Bristol Agricultural Transportation	10,868	0.03%
Bristol Plymouth Tuition	213,604	0.49%
Bristol Plymouth Debt	158,187	0.37%
Norfolk County Tuition	653	0.00%
Norfolk County Transportation	5,319	0.01%
South Shore Vo-Tech	4,132	0.01%
South Shore Vo-Tech	(20,000)	-0.05%
Total Budget Increase	1,479,625	3.43%
FY 2027 Budget	44,656,737	
FY 2026 Budget	43,177,112	
Change	1,479,625	

SUMMARY OF BUDGET INCREASE (DECREASE) BY SCHOOL DISTRICT		
DESCRIPTION	AMOUNT	PERCENT CHANGE
B/R Regional Dist Tuition	1,282,888	3.62%
B/R School Debt	(116,804)	-3.28%
Bristol Agricultural Tuition	(59,222)	-10.53%
Bristol Agricultural Transportation	10,868	6.43%
Bristol Plymouth Tuition	213,604	9.76%
Bristol Plymouth Debt	158,187	17.51%
Norfolk County Tuition	653	0.36%
Norfolk County Transportation	5,319	0.17%
South Shore Vo-Tech	4,132	2.26%
Southeastern Vo-Tech	(20,000)	-0.05%
Total Budget Increase	1,479,625	3.43%

DPT	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	POSITION/PURPOSE	2026	2027
300	B/R REGIONAL DIST	2	EXPENSES	569000	B/R REGIONAL DIST TUITION	B/R REGIONAL DIST TUITION	35,478,103	36,760,991
				569001	B/R SCHOOL DEBT	B/R SCHOOL DEBT	3,565,924	3,449,120
	B/R REGIONAL DIST Total						39,044,027	40,210,111
301	BRISTOL AGRICULTURAL	2	EXPENSES	569000	BRISTOL AGRICULTURAL TUITION	BRISTOL AGRICULTURAL TUITION	562,381	503,159
				569002	BRISTOL AGRICULTURAL TUITION	BRISTOL AGRICULTURAL TRANSPORTATION	169,132	180,000
	BRISTOL AGRICULTURAL Total						731,513	683,159
302	BRISTOL PLYMOUTH	2	EXPENSES	569000	BRISTOL PLYMOUTH TUITION	BRISTOL PLYMOUTH TUITION	2,189,479	2,403,083
				569001	B/P SCHOOL DEBT	B/P SCHOOL DEBT	903,333	1,061,520
	BRISTOL PLYMOUTH Total						3,092,812	3,464,603
303	NORFOLK CNTY AGI	2	EXPENSES	569000	NORFOLK CNTY AGI TUITION	NORFOLK CNTY AGI TUITION	183,211	183,864
				569002	NORFOLK CNTY AGI TRANSPORTATION	NORFOLK CNTY AGI TRANSPORTATION	84,681	90,000
	NORFOLK CNTY AGI Total						267,892	273,864
304	SOUTH SHORE VO-TECH	2	EXPENSES	569000	SOUTH SHORE VO-TECH TUITION	SS VO-TECH TUITION	20,868	25,000
	SOUTH SHORE VO-TECH Total						20,868	25,000
305	SOUTHEASTERN VO-TECH	2	EXPENSES	569002	SOUTHEASTERN TRANSPORTATION	SOUTHEASTERN TRANSPORTATION	20,000	
	SOUTHEASTERN VO-TECH Total						20,000	
Grand Total							43,177,112	44,656,737



PUBLIC WORKS BUDGET

**TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/License	37,592	3.14%
Staffing Changes	(141,364)	-11.82%
Expense	(40,843)	-6.33%
Total Budget (Decrease)	(144,615)	-7.86%
FY 2026 Adjusted Salary Budget	1,195,614	
FY 2026 Expense Budget	644,918	
Total	1,840,532	

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
410	TOWN ENGINEER	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	TOWN ENGINEER	578	40,134	35,501
				510000	FULL TIME WAGES	2	JUNIOR ENGINEER	613	30,467	28,298
			SLRY/WGS/BNFTS Total						70,601	63,799
		2	EXPENSES	524006	VEHICLE MAINTENANCE	1	VEHICLE MAINTENANCE	-	1,500	-
				530000	PROF & TECHNICAL	2	HYDROCAD	-	1,070	700
				530000	PROF & TECHNICAL	3	BLUE MARBLE GEOGRAPHICS	-	1,500	1,300
				530000	PROF & TECHNICAL	4	PLOTTER MAINT CNTRCT	-	1,400	700
				530000	PROF & TECHNICAL	5	SURVEY EQUIP ANNUAL CALIBRATION & MAINT.	-	1,000	500
				530000	PROF & TECHNICAL	6	SHI - CIVIL 3D - 2 USERS	-	6,530	6,600
				530000	PROF & TECHNICAL	7	CARSLON SOFTWARE	-	800	800
				530008	TRAINING & EDUCATION	8	TRAINING CLASSES FOR EMPLOYEES	-	800	400
				534000	POSTAGE	9	POSTAGE	-	625	625
				542000	OFFICE SUPPLIES	10	GENERAL OFFICE SUPPLIES	-	2,200	1,500
				553015	SAFETY EQUIPMENT	11	SAFETY EQUIPMENT	-	200	100
				570010	IN-STATE TRAVEL	12	IN-STATE TRAVEL	-	100	100
				571500	CONFERENCES/SEMINARS	13	CONFERENCES/SEMINARS	-	500	250
				573000	DUES/MEMBERSHIPS/SUB	14	PROF ENG, LND SRVYNG, SOIL TSTG, LIC RENEWAL - 2 YRS	-	800	800
				573000	DUES/MEMBERSHIPS/SUB	15	EDUCATION MANDATORY FOR LIC RENEWAL & FEES	-	1,200	500
			EXPENSES Total						20,225	14,875
	TOWN ENGINEER Total								90,826	78,674
420	HWY DEPARTMENT	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	DPW DIRECTOR	36	58,588	60,089
				510000	FULL TIME WAGES	2	HWY SUPERINTENDENT	196	115,787	122,930
				510000	FULL TIME WAGES	3	HWY GEN FOREMAN	34	90,573	94,234
				510000	FULL TIME WAGES	4	CHIEF MECHANIC	694	89,670	93,295
				510000	FULL TIME WAGES	6	HVY EQUIP OPERATOR	289	63,372	65,931
				510000	FULL TIME WAGES			363	63,372	65,931
				510000	FULL TIME WAGES			522	64,954	67,579
				510000	FULL TIME WAGES			619	63,372	65,931
				510000	FULL TIME WAGES			677	64,954	67,579
				510000	FULL TIME WAGES	7	ROADWAYS LEADWORKER	184	64,954	67,579
				510000	FULL TIME WAGES	8	LT EQUIP OPERATOR	691	49,306	
				510000	FULL TIME WAGES	9	ASSISTANT MECHANIC	693	61,832	64,326
				510000	FULL TIME WAGES	10	CONF EXECUTIVE ASSIST	572	26,500	
				510000	FULL TIME WAGES	11	EXECUTIVE ASSISTANT	373	86,432	38,271
512000	SEASONAL	1	SEASONAL SUMMER HELP	997	46,080	40,014				
513000	OVERTIME	1	COVERAGE	-	32,440	32,440				

**TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/License	37,592	3.14%
Staffing Changes	(141,364)	-11.82%
Expense	(40,843)	-6.33%
Total Budget (Decrease)	(144,615)	-7.86%
FY 2026 Adjusted Salary Budget	1,195,614	
FY 2026 Expense Budget	644,918	
Total	1,840,532	

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
420	HWY DEPARTMENT	1	SLRY/WGS/BNFTS	514600	LONGEVITY	2	HWY SUPERINTENDENT	196	1,158	1,229
				514600	LONGEVITY	3	HWY GEN FOREMAN	34	3,623	3,769
				514600	LONGEVITY	6	HVY EQUIP OPERATOR	289	634	659
				514600	LONGEVITY	7	ROADWAYS LEADWORKER	184	650	676
				519002	RECERT-LIC/CLASSES	1	TRAINING-CERTIFICATION	-	5,319	5,319
				519006	STIPENDS	1	TREE WARDEN	720	7,000	7,000
				519007	LICENSES	1	HWY SUPERINTENDENT	196	7,500	7,500
				519007	LICENSES	3	HWY GEN FOREMAN	34	3,440	3,440
				519007	LICENSES	4	CHIEF MECHANIC	694	3,001	3,001
				519007	LICENSES	6	HVY EQUIP OPERATOR	289	376	376
				519007	LICENSES			363	2,001	2,001
				519007	LICENSES			522	2,189	2,189
				519007	LICENSES			619	1,188	1,188
				519007	LICENSES			677	813	813
				519007	LICENSES	7	ROADWAYS LEADWORKER	184	1,752	1,752
				519007	LICENSES	8	LT EQUIP OPERATOR	691	1,188	
							SLRY/WGS/BNFTS Total			
		2	EXPENSES	524001	MAINT/ BUILDINGS & GROUNDS	1	SERVICE AGREEMENTS & BULIDING MAINTENANCE	-	17,000	17,000
				524002	MAINTENANCE OF TRAFFIC LIGHTS	2	CONTRACTED SERVICES TOWN LIGHTS	-	10,000	30,000
				524005	STREET MAINT/REPAIR	3	CONTRACTED LINE PAINTING	-	25,000	25,000
				524005	STREET MAINT/REPAIR	4	CONTRACTED ROAD REPAIRS	-	15,000	15,000
				524006	MAINT/REPAIRS VEHICLES	5	SENT OUT FOR REPAIR	-	27,000	15,000
				524007	CATCH BASIN WASTE REMOVAL	6	CATCH BASIN WASTER REMOVAL	-	35,000	35,000
				527000	EQUIPMENT AND TOOLS	7	EQUIPMENT AND TOOLS	-	12,350	12,000
				529017	TREE WORK	8	CONTRACTED SERVICES FOR TREE WORK	-	140,000	85,000
				530001	PROFESS & TECHNICAL SVS	9	STREET SCAN	-	13,700	13,700
				530051	POLICE DETAIL EXPENSE	10	POLICE DETAILS	-	15,000	25,000
				538014	MISC SUPPLIES	11	GENERAL OFFICE SUPPLIES	-	1,000	800
				538056	UNIFORMS/SUPPLIES	12	CLEANING/RENTAL SERVICE FOR WORK UNIFORMS	-	19,100	19,100
				542000	OFFICE SUPPLIES	13	GENERAL OFFICE SUPPLIES	-	1,000	1,000
				546001	TOOLS PURCHASED	14	TOOLS & EQUIPMENT PURCHASED	-	10,000	10,000
				546015	STONE & LOAM	15	CONSTRUCTION MATERIALS	-	7,500	7,500

**TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/License	37,592	3.14%
Staffing Changes	(141,364)	-11.82%
Expense	(40,843)	-6.33%
Total Budget (Decrease)	(144,615)	-7.86%
FY 2026 Adjusted Salary Budget	1,195,614	
FY 2026 Expense Budget	644,918	
Total	1,840,532	

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027	
420	HWY DEPARTMENT	2	EXPENSES	548001	MAINT SUPPL REPAIR - HWY	16	HIGHWAY VEHICLE MAINTENANCE & REPAIR	-	60,000	60,500	
				553001	ROAD REPAIR SUPPL - COLD PATCH	17	PURCHASE OF COLD PATCH	-	10,000	10,000	
				553002	ROAD REPAIR SUPPL - HOT MIX	18	PURCHASE OF HOT MIX	-	20,000	20,000	
				553003	ROAD REPAIR SUPPL - SIGNS	19	PURCHASE OF STREET SIGNS & PARTS	-	15,000	15,000	
				553007	ROAD REPAIR SUPPL - ROAD PAINT	20	ROAD PAINT & SUPPLIES	-	15,000	15,000	
				553014	ROAD REPAIR SUPPL - MISC	21	MISC ROAD REPAIR SUPPLIES - IN HOUSE	-	30,000	30,000	
				553015	SAFETY EQUIPMENT	22	EMPLOYEE SAFETY EQUIPMENT	-	7,500	7,500	
				578001	MEDICAL SERVICES / EXAMS	23	EMPLOYEE MEDICAL SERVICES & EXAMS	-	1,625	1,000	
			EXPENSES Total							507,775	470,100
	HWY DEPARTMENT Total								1,591,788	1,457,143	
421	SNOW & ICE	1	SLRY/WGS/BNFTS	513000	SNOW & ICE OT	1	SNOW & ICE OT WAGES	-	41,000	41,000	
			SLRY/WGS/BNFTS Total							41,000	41,000
		2	EXPENSES	524000	S & I EQUIPMENT REPAIRS	1	SENT OUT FOR REPAIR	-	2,600	2,600	
				529000	S & I SERVICE CONTRACTS	2	S & I SERVICE CONTRACTS	-	15,000	15,000	
				538000	PRECISION WEATHER SERV (TOWN)	3	S & I PRECISION WEATHER SERVICE (TOWN SHARE SCHOOL)	-	1,000	1,000	
				548004	SUPPLIES/PARTS EQUIP REPAIRS	4	S & I SUPPLIES & PARTS & EQUIP REPAIRS	-	2,500	2,500	
				553006	SALT/ CALCIUM/ SAND	5	ANNUAL SALT & CALCIUM & SAND PURCHASES	-	20,000	20,000	
			EXPENSES Total							41,100	41,100
	SNOW & ICE Total								82,100	82,100	
424	STREET LIGHTING	2	EXPENSES	521005	STREET LIGHTS AND SIGNALS	1	TOWN STREET LIGHTS ELECTRIC	-	50,818	53,000	
				530000	PROF & TECHNICAL	2	TOWN STREET LIGHTS ELECTRIC	-	25,000	25,000	
			EXPENSES Total							75,818	78,000
	STREET LIGHTING Total								75,818	78,000	
Grand Total									1,840,532	1,695,917	



PUBLIC WORKS DETAIL SALARY

TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 64% of TOTAL PUBLIC WORKS BUDGET

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/Licenses	37,592	3.14%
Staffing Changes/Budget Adj	(141,364)	-11.82%
Total	(103,772)	-8.68%

DETAIL STAFFING CHANGES	AMOUNT
410 Engineering: Staff Chng.	(9,099)
410 Engineering: Step/YOS	2,297
420 Highway: Step/YOS/Lic	35,295
420 Highway: Staffing Chng.	(132,265)
Total	(103,772)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
410	0.66	0.66
420	14.07	12.24
Total	14.73	12.90

FY 2026 Salary Budget	1,176,095
Budget Adjustments	19,519
FY 2026 Adjusted Salary Budget	1,195,614

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027								
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /I	TOTAL SALARY						
410	TOWN ENGINEER	510000	FULL TIME WAGES	1	TOWN ENGINEER	578	58.00	GRADE 13 STEP 12	0.20	420	24,361									
							58.58	GRADE 13 STEP 12	0.13	269	15,773									
												0.17	302	17,662						
							59.17	GRADE 13 STEP 12				0.17	302	17,839						
							2	JUNIOR ENGINEER	613	44.03	GRADE 11 STEP 11	0.20	420	18,493						
										44.47	GRADE 11 STEP 11	0.13	269	11,974						
										46.70	GRADE 11 STEP 12				0.17	302	14,079			
										47.16	GRADE 11 STEP 12				0.17	302	14,219			
										TOWN ENGINEER Total	0.66	1379	70,601	0.66	1206	63,799				
							420	HWY DEPARTMENT	510000	FULL TIME WAGES	1	DPW DIRECTOR	36	84.84	PERSONAL CONTRACT	0.23	486	41,231		
85.50	PERSONAL CONTRACT	0.10	203	17,357																
87.21	PERSONAL CONTRACT				0.33	689								60,089						
2	HWY SUPERINTENDENT	196	55.24	GRADE 13 STEP 11	0.61	1272								70,265						
			55.79	GRADE 13 STEP 11	0.39	816								45,522						
			58.58	GRADE 13 STEP 12											0.50	1044	61,159			
	59.17	GRADE 13 STEP 12				0.50								1044	61,771					
3	HWY GEN FOREMAN	34	43.38	GRADE 11 STEP 10	1.00	2088								90,573						
			44.91	GRADE 11 STEP 11											0.50	1044	46,883			
			45.36	GRADE 11 STEP 11											0.50	1044	47,352			
4	CHIEF MECHANIC	694	42.95	GRADE 12 STEP 5	1.00	2088								89,670						
			44.46	GRADE 12 STEP 6											0.50	1044	46,415			
			44.90	GRADE 12 STEP 6											0.50	1044	46,879			
6	HVY EQUIP OPERATOR	289	30.35	GRADE 9 STEP 4	1.00	2088								63,372						
			31.42	GRADE 9 STEP 4											0.50	1044	32,802			
			31.73	GRADE 9 STEP 4											0.50	1044	33,130			
			363	30.35	GRADE 9 STEP 4	1.00								2088	63,372					
				31.42	GRADE 9 STEP 5											0.50	1044	32,802		
				31.73	GRADE 9 STEP 5											0.50	1044	33,130		
			522	31.11	GRADE 9 STEP 5	1.00								2088	64,954					
				32.20	GRADE 9 STEP 6											0.50	1044	33,622		
				32.53	GRADE 9 STEP 6											0.50	1044	33,958		
			619	30.35	GRADE 9 STEP 4	1.00								2088	63,372					
31.42	GRADE 9 STEP 5					0.50	1044	32,802												
31.73	GRADE 9 STEP 5					0.50	1044	33,130												
677	31.11	GRADE 9 STEP 5	1.00	2088	64,954															
	32.20	GRADE 9 STEP 6				0.50	1044	33,622												
	32.53	GRADE 9 STEP 6				0.50	1044	33,958												

TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 64% of TOTAL PUBLIC WORKS BUDGET

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/Licenses	37,592	3.14%
Staffing Changes/Budget Adj	(141,364)	-11.82%
Total	(103,772)	-8.68%

DETAIL STAFFING CHANGES	AMOUNT
410 Engineering: Staff Chng.	(9,099)
410 Engineering: Step/YOS	2,297
420 Highway: Step/YOS/Lic	35,295
420 Highway: Staffing Chng.	(132,265)
Total	(103,772)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
410	0.66	0.66
420	14.07	12.24
Total	14.73	12.90

FY 2026 Salary Budget	1,176,095
Budget Adjustments	19,519
FY 2026 Adjusted Salary Budget	1,195,614

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /I	TOTAL SALARY
420	HWY DEPARTMENT	510000	FULL TIME WAGES	7	ROADWAYS LEADWORKER	184	31.11	GRADE 9 STEP 5	1.00	2088	64,954			
							32.20	GRADE 9 STEP 6				0.50	1044	33,622
							32.53	GRADE 9 STEP 6				0.50	1044	33,958
				8	LT EQUIP OPERATOR	691	23.61	GRADE 7 STEP 3	1.00	2088	49,306			
				9	ASSISTANT MECHANIC	693	29.61	GRADE 9 STEP 3	1.00	2088	61,832			
							30.65	GRADE 9 STEP 4				0.50	1044	32,003
							30.96	GRADE 9 STEP 4				0.50	1044	32,323
				10	CONF EXECUTIVE ASSIST	572	38.35	GRADE 10 STEP 10	0.23	486	18,638			
							38.73	GRADE 10 STEP 10	0.10	203	7,862			
				11	EXECUTIVE ASSISTANT	373	41.27	GRADE 10 STEP 12	0.70	1472	60,755			
							41.68	GRADE 10 STEP 12	0.30	616	25,676			
							41.69	GRADE 10 STEP 12				0.25	457	19,040
							42.10	GRADE 10 STEP 12				0.25	457	19,231
		512000	SEASONAL	1	SEASONAL SUMMER HELP				1.41	2560	46,080	1.41	2223	40,014
		513000	OVERTIME	1	COVERAGE				-	1	32,440	-	1	32,440
		514600	LONGEVITY	2	HWY SUPERINTENDENT	196	0.01	YOS: 13 = 1% of SLRY	-	115787	1,158	-		
								YOS: 14 = 1% of SLRY				-	122930	1,229
				3	HWY GEN FOREMAN	34	0.04	YOS: 37 = 4% of SLRY	-	90573	3,623	-		
								YOS: 38 = 4% of SLRY				-	94234	3,769
				6	HVY EQUIP OPERATOR	289	0.01	YOS: 10 = 1% of SLRY		63372	634			
								YOS: 11 = 1% of SLRY					65931	659
				7	ROADWAYS LEADWORKER	184	0.01	YOS: 11 = 1% of SLRY	-	64954	650	-		
								YOS: 12 = 1% of SLRY				-	67580	676
		519002	RECERT-LIC/CLASSES	1	TRAINING-CERTIFICATION				-	1	5,319	-	1	5,319
		519006	STIPENDS	1	TREE WARDEN	720	7000.00	TREE WARDEN STIPEND		1	7,000			
						993	7000.00	TREE WARDEN STIPEND VACANT					1	7,000
		519007	LICENSES	1	HWY SUPERINTENDENT	196	7500.00	SNOW & ICE	-	1	7,500	-	1	7,500
				3	HWY GEN FOREMAN	34	188.00	LICENSE - 2A END EXCAVATOR	-	1	188	-	1	188
								LICENSE - 4E CATCH BASIN	-	1	188	-	1	188
								LICENSE - 4G MOWER	-	1	188	-	1	188
							313.00	LICENSE - OSHA CLASS 2 ASBEST	-	1	313	-	1	313
							625.00	LICENSE - WTR TESTER / SURVEY	-	1	625	-	1	625
							938.00	LICENSE - WTR BACKFLOW CROS	-	1	938	-	1	938
							1000.00	LICENSE - HOIST	-	1	1,000	-	1	1,000

TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 64% of TOTAL PUBLIC WORKS BUDGET

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/Licenses	37,592	3.14%
Staffing Changes/Budget Adj	(141,364)	-11.82%
Total	(103,772)	-8.68%

DETAIL STAFFING CHANGES	AMOUNT
410 Engineering: Staff Chng.	(9,099)
410 Engineering: Step/YOS	2,297
420 Highway: Step/YOS/Lic	35,295
420 Highway: Staffing Chng.	(132,265)
Total	(103,772)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
410	0.66	0.66
420	14.07	12.24
Total	14.73	12.90

FY 2026 Salary Budget	1,176,095
Budget Adjustments	19,519
FY 2026 Adjusted Salary Budget	1,195,614

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /I	TOTAL SALARY
420	HWY DEPARTMENT	519007	LICENSES	4	CHIEF MECHANIC	694	100.00	LICENSE - A1 ASE CERTIFICATION	-	1	125			
								LICENSE - A2 ASE CERTIFICATION	-	1	125			
								LICENSE - A3 ASE CERTIFICATION	-	1	125			
								LICENSE - A4 ASE CERTIFICATION	-	1	125			
								LICENSE - A5 ASE CERTIFICATION	-	1	125			
								LICENSE - A6 ASE CERTIFICATION	-	1	125			
								LICENSE - A7 ASE CERTIFICATION	-	1	125			
								LICENSE - A8 ASE CERTIFICATION	-	1	125			
							125.00	LICENSE - A1 ASE CERTIFICATION	-	1	125			
								LICENSE - A2 ASE CERTIFICATION	-	1	125			
								LICENSE - A3 ASE CERTIFICATION	-	1	125			
								LICENSE - A4 ASE CERTIFICATION	-	1	125			
								LICENSE - A5 ASE CERTIFICATION	-	1	125			
								LICENSE - A6 ASE CERTIFICATION	-	1	125			
								LICENSE - A7 ASE CERTIFICATION	-	1	125			
								LICENSE - A8 ASE CERTIFICATION	-	1	125			
							150.00	LICENSE - 2A END EXCAVATOR	-	1	188			
								LICENSE - 1C FORKLIFT	-	1	188			
							188.00	LICENSE - 2A END EXCAVATOR	-	1	188			
								LICENSE - 1C FORKLIFT	-	1	188			
							500.00	LICENSE - A CLASS CDL	-	1	625			
							625.00	LICENSE - A CLASS CDL	-	1	625			
							800.00	LICENSE - HOIST	-	1	1,000			
							1000.00	LICENSE - HOIST	-	1	1,000			
				6	HVY EQUIP OPERATOR	289	188.00	LICENSE - 2A END EXCAVATOR		1	188		1	188
								LICENSE - 1C FORKLIFT		1	188		1	188
						363	188.00	LICENSE - 2A END EXCAVATOR	-	1	188	-	1	188
								LICENSE - 1C FORKLIFT	-	1	188	-	1	188
							625.00	LICENSE - A CLASS CDL	-	1	625	-	1	625
							1000.00	LICENSE - HOIST	-	1	1,000	-	1	1,000

TOWN OF BRIDGEWATER
PUBLIC WORKS DEPARTMENT FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 64% of TOTAL PUBLIC WORKS BUDGET

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/YOS/Licenses	37,592	3.14%
Staffing Changes/Budget Adj	(141,364)	-11.82%
Total	(103,772)	-8.68%

DETAIL STAFFING CHANGES	AMOUNT
410 Engineering: Staff Chng.	(9,099)
410 Engineering: Step/YOS	2,297
420 Highway: Step/YOS/Lic	35,295
420 Highway: Staffing Chng.	(132,265)
Total	(103,772)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
410	0.66	0.66
420	14.07	12.24
Total	14.73	12.90

FY 2026 Salary Budget	1,176,095
Budget Adjustments	19,519
FY 2026 Adjusted Salary Budget	1,195,614

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027								
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /I	TOTAL SALARY						
420	HWY DEPARTMENT	519007	LICENSES	6	HVY EQUIP OPERATOR	522	150.00	LICENSE - 2A END EXCAVATOR	-	1	188									
								LICENSE - 4G MOWER	-	1	188									
								LICENSE - 1C FORKLIFT	-	1	188									
							188.00	LICENSE - 2A END EXCAVATOR				-	1	188						
								LICENSE - 4G MOWER				-	1	188						
								LICENSE - 1C FORKLIFT				-	1	188						
							500.00	LICENSE - A CLASS CDL	-	1	625									
							625.00	LICENSE - A CLASS CDL	-	1	625									
							800.00	LICENSE - HOIST	-	1	1,000									
							1000.00	LICENSE - HOIST	-	1	1,000									
												619	188.00	LICENSE - 2A END EXCAVATOR	-	1	188	-	1	188
													1000.00	LICENSE - HOIST	-	1	1,000	-	1	1,000
												677	188.00	LICENSE - 2A END EXCAVATOR	-	1	188	-	1	188
													625.00	LICENSE - A CLASS CDL	-	1	625	-	1	625
							7	ROADWAYS LEADWORKER	184	188.00	LICENSE - 2A END EXCAVATOR	184	188.00	LICENSE - 2A END EXCAVATOR	-	1	188	-	1	188
	LICENSE - 4E CATCH BASIN	-	1	188	-	1							188							
	LICENSE - 4G MOWER	-	1	188	-	1							188							
	LICENSE - 1C FORKLIFT	-	1	188	-	1							188							
	LICENSE - HOIST	-	1	1,000	-	1							1,000							
	LICENSE - 2A END EXCAVATOR	-	1	188	-	1							188							
8	LT EQUIP OPERATOR	691	188.00	LICENSE - 2A END EXCAVATOR	-	1	188	-	1	188	-	1	188							
			800.00	LICENSE - HOIST	-	1	1,000	-	1	1,000										
HWY DEPARTMENT Total									14.07	363724	1,084,013	12.24	375424	987,043						
421	SNOW & ICE	513000	SNOW & ICE OT	1	SNOW & ICE OT WAGES				-	1	41,000	-	1	41,000						
SNOW & ICE Total									-	1	41,000	-	1	41,000						
Grand Total									14.73	365103	1,195,614	12.90	376631	1,091,842						



HEALTH AND HUMAN SERVICES BUDGET

**TOWN OF BRIDGEWATER
HEALTH & HUMAN SERVICES FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS	17,139	3.8%
Staffing Changes	(60,195)	-13.3%
Expense	(4,250)	-3.8%
Total Budget Increase (Decrease)	(47,306)	-8.4%
FY 2026 Adjusted Salary Budget	453,804	
FY 2026 Expense Budget	111,250	
Total	565,054	

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027							
510	HEALTH DEPT	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	HEALTH AGENT	167	95,998	87,057							
						2	ADMINISTRATIVE ASST	719	34,249	28,592							
					514600	LONGEVITY	1	HEALTH AGENT	167	1,920	1,741						
					519004	CLOTHING ALLOW	1	HEALTH AGENT	167	150	150						
			SLRY/WGS/BNFTS Total							132,317	117,540						
		2	EXPENSES	530008	TRAINING & EDUCATION	530050	VISITING NURSE SERVICES	1	RENEWALS FOR CERTIFICATIONS	-	750	250					
								2	ANNUAL CONTRACTED SERVS.	-	13,500	13,500					
								534000	POSTAGE	3	POSTAGE	-	400	100			
								542000	OFFICE SUPPLIES	4	GENERAL OFFICE SUPPLIES	-	1,000	750			
								550000	MEDICAL SUPPLIES	5	SYRINGE DISPOSAL	-	2,000	1,500			
								573000	DUES/MEMBERSHIPS	6	BOH DUES & MEMBERSHIPS	-	450	200			
			EXPENSES Total							18,100	16,300						
			HEALTH DEPT Total							150,417	133,840						
		541	COUNCIL ON AGING	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	COA DIRECTOR	717	98,398	89,234					
2	EXECUTIVE ASSISTANT							173	65,314	58,022							
511002	PART TIME WAGES						3	OUTREACH WORKER	56	63,721	56,607						
							1	VAN DRIVER WAGES	75	5,662							
514600	LONGEVITY								757		6,438						
							2	VAN DRIVER WAGES	482	6,730	9,524						
514600	LONGEVITY						1	OUTREACH WORKER	56	2,539	2,264						
	SLRY/WGS/BNFTS Total											242,364	222,089				
2	EXPENSES						524006	VEHICLE MAINTENANCE	534000	POSTAGE	1	REPAIRS & MAINTENANCE	-	300	-		
											2	POSTAGE	-	500	500		
											542000	OFFICE SUPPLIES	3	GENERAL OFFICE SUPPLIES	-	1,400	1,000
											558012	UNIFORM/CLEANING ALLOWANC	4	UNIFORM/CLEANING ALLOWANCE	-	1,000	500
											570000	OTHER EXPENSES	5	MISC OTHER EXPENSES	-	4,425	3,500
											570010	IN-STATE TRAVEL	6	MILEAGE RIEMB.	-	350	250
		571500	CONFERENCES / SEMINARS	7	CONFERENCES / SEMINARS	-					1,300	1,300					
		573000	DUES/MEMBERSHIPS	8	DUES & MEMBERSHIPS	-					525	500					
	EXPENSES Total						9,800	7,550									
	COUNCIL ON AGING Total						252,164	229,639									

**TOWN OF BRIDGEWATER
HEALTH & HUMAN SERVICES FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS	17,139	3.8%
Staffing Changes	(60,195)	-13.3%
Expense	(4,250)	-3.8%
Total Budget Increase (Decrease)	(47,306)	-8.4%
FY 2026 Adjusted Salary Budget	453,804	
FY 2026 Expense Budget	111,250	
Total	565,054	

DPT #	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
543	VETERANS AGENT	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	VETERAN'S AGENT	663	78,423	71,119
				519006	STIPEND	1	GRAVES OFFICER	663	700	
			SLRY/WGS/BNFTS Total						79,123	71,119
		2	EXPENSES	530000	PROF & TECHNICAL	1	TYLER SOFTWARE FOR STATE	-	500	500
				534000	POSTAGE	2	MAILINGS	-	400	300
				542000	OFFICE SUPPLIES	3	GENERAL OFFICE SUPPLIES	-	400	250
				570000	OTHER EXPENSES	4	MISCELLANEOUS	-	400	200
				570017	VETERANS COUNCIL EXPENSES	5	VETERAN EVENTS	-	1,500	2,200
				570018	VETS GRAVE MARKERS/FLAGS	6	PURCHASE OF GRAVE MARKER	-	3,100	3,100
				571500	CONFERENCES/SEMINARS	7	CONFERENCES/SEMINARS	-	1,000	500
				573000	DUES/MEMBERSHIPS/SUB	8	DUES/MEMBERSHIPS/SUB	-	50	100
				577000	VETERANS BENEFITS	9	VETERAN'S BENEFITS	-	76,000	76,000
			EXPENSES Total					83,350	83,150	
	VETERANS AGENT Total								162,473	154,269
Grand Total									565,054	517,748



HEALTH AND HUMAN SERVICES DETAIL

**TOWN OF BRIDGEWATER
HEALTH & HUMAN SERVICES FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 79 % of TOTAL HEALTH & HUMAN SERVICES**

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/HRS	17,139	3.78%
Staffing Changes	(60,195)	-13.26%
Total	(43,056)	-9.49%

FY 2026 Salary Budget	447,998
Budget Adjustments	5,806
FY 2026 Adjusted Salary Budget	453,804

DETAIL STAFFING CHANGES	AMOUNT
510 BOH: Step Change/YOS	4,919
510 BOH: Staffing/Hrs Changes	(19,696)
541 COA: Step Change/YOS	9,364
541 COA: Staffing/Hrs Changes	(29,639)
543 Veterans: Step Change/YOS	2,856
543 Veterans: Staffing/Hrs Changes	(10,860)
Total	(43,056)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
510	1.71	1.57
541	3.40	3.19
543	1.00	1.00
Total	6.11	5.76

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /UNITS	TOTAL SALARY
543	VETERANS AGENT	510000	FULL TIME WAGES	1	VETERAN'S AGENT	663	37.4142	GRADE 10 STEP 9	0.61	1272	47,591			
							37.7847	GRADE 10 STEP 9	0.39	816	30,832			
							38.7331	GRADE 10 STEP 10				0.50	914	35,383
							39.1204	GRADE 10 STEP 10				0.50	914	35,736
		519006	STIPEND	1	GRAVES OFFICER	663	700	STIPEND	-	1	700			
	VETERANS AGENT Total								1.00	2089	79,123	1.00	1827	71,119
Grand Total									6.11	171424	453,804	5.76	154186	410,748



CULTURE AND RECREATION BUDGET

**TOWN OF BRIDGEWATER
CULTURE & RECREATION FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	25,695	3.41%
Staffing Changes	(123,279)	-16.37%
Expense	(17,187)	-6.19%
Total Budget (Decrease)	(114,771)	-11.14%

FY 2026 Adjusted Salary Budget	752,877
FY 2026 Expenses Budget	277,774
Total	1,030,651

DPT	DEPT	S/E	GROUP	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
	DESCRIPTION		DESCRIPTION							
610	LIBRARY	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	LIBRARY DIRECTOR	484	107,418	97,506
						2	ASSIST LIBRARY DIRECTOR	662	81,630	77,660
						3	OFFICE MANAGER	679	58,950	56,070
						4	LIBRARIAN	189	71,805	68,315
						5	LIBRARIAN	506	65,067	61,887
						6	ASSIST LIBRARIAN	595	54,922	52,245
						7	ASSIST LIBRARIAN	730	53,586	50,970
						8	LIBRARIAN DIGITAL ARCHIVIST	651	30,322	
						9	POST OVERRIDE ADJUSTMENT	651	(30,322)	
				511002	PART TIME WAGES	1	ASSIST LIBRARIAN	7	7,251	-
						2	LIBRARY ASSIST	94	9,872	-
						3	LIBRARY ASSIST	627	22,998	13,290
				514600	LONGEVITY	1	LIBRARIAN	189	500	500
			SLRY/WGS/BNFTS Total						533,998	478,443
		2	EXPENSES	521002	ELECTRICITY	1	ELECTRICITY	-	28,000	28,000
				521400	GAS HEAT	2	LIBRARY - HEATING	-	11,000	11,000
				524000	EQUIPMENT & REPAIR	3	PROFESSIONAL EQUIPMENT & REPAIR FEES	-	9,000	9,000
				524001	BUILDINGS & GROUNDS	4	LIBRARY BUILDING & GROUNDS PROFESSIONAL FEES	-	11,600	5,000
				529002	CLEANING CONTRACT	5	ANNUAL CLEANING PROFESSIONAL FEE	-	14,400	15,000
				530046	CIRCULATION SYSTEM	6	CIRCULATION PROFESSIONAL FEE	-	25,800	25,800
				534002	TELEPHONE	7	LIBRARY PHONE	-	2,000	2,000
				542000	LIBRARY SUPPLIES	8	LIBRARY SUPPLIES	-	19,000	20,000
				558000	BOOKS & PERIODICALS	9	BOOKS & PERIODICALS	-	82,984	82,984
				570010	IN-STATE TRAVEL	10	IN-STATE TRAVEL	-	500	250
			EXPENSES Total						204,284	199,034
	LIBRARY Total								738,282	677,477

**TOWN OF BRIDGEWATER
CULTURE & RECREATION FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	25,695	3.41%
Staffing Changes	(123,279)	-16.37%
Expense	(17,187)	-6.19%
Total Budget (Decrease)	(114,771)	-11.14%

FY 2026 Adjusted Salary Budget	752,877
FY 2026 Expenses Budget	277,774
Total	1,030,651

DPT	DEPT	S/E	GROUP	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE / REF #	2026	2027
	DESCRIPTION		DESCRIPTION							
630	RECREATION	1	SLRY/WGS/BNFTS	510000	FULL TIME WAGES	1	RECREATION DIRECTOR	81	108,549	96,038
						2	GROUNDSKEEPER	638	47,070	42,851
				511002	PART TIME WAGES	1	PARK STEWARD	591	22,550	23,519
						2	OFFICE COORDINATOR	639	26,785	
				512000	SEASONAL WAGES	1	PART TIME SEASONAL STAFF	437	9,600	9,600
				514600	LONGEVITY	1	RECREATION DIRECTOR	81	4,325	3,842
				519007	LICENSE - HOIST	1	GROUNDSKEEPER	638		1,000
			SLRY/WGS/BNFTS Total						218,879	176,850
		2	EXPENSES	520000	PURCHASED SERVICES	1	PURCHASED SERVICES	-	6,000	4,500
				521002	ELECTRICITY	2	ELECTRICITY	-	5,000	5,000
				521400	HEAT ENERGY	3	HEAT ENERGY	-	4,000	4,000
				524001	BUILDINGS & GROUNDS	4	BUILDINGS & GROUNDS	-	7,000	2,000
				524004	RECREATION MAINT FIELDS	5	FERTILIZER	-	5,080	4,500
						6	SEED/SOD	-	1,540	1,540
						7	BIOLOGICAL CONTROLS	-	1,700	1,700
						8	INFIELD MIX	-	2,140	1,640
						9	LUMBER	-	1,073	1,073
						10	CHALK /PAINT	-	2,000	2,000
						11	TOP SOIL	-	2,000	1,500
						12	LAZER GRADING	-	1,200	1,200
				524007	EQUIPMENT MAINTENANCE	13	EQUIPMENT MAINTENANCE	-	10,000	7,500
						14	REPLACEMENT PARTS	-	4,085	3,000
						15	PREVENTATIVE MAINT	-	2,000	2,000
				538056	UNIFORMS	16	UNIFORMS	-	2,500	2,500
				542000	OFFICE SUPPLIES	17	OFFICE SUPPLIES	-	1,000	500
				543000	RECREATION SUPPLIES	18	RECREATION SUPPLIES	-	6,537	5,500
				558000	PLAYGROUND MAINT/REPAIR/SUPPLY	19	PLAYGROUND MAINT/REPAIR/SUPPLY	-	3,935	6,000
				570010	IN-STATE TRAVEL	20	IN-STATE TRAVEL	-	3,700	3,000
				571500	CONFERENCES/SEMINARS	21	CONFERENCES/SEMINARS	-	500	400
				573000	DUES/MEMBERSHIPS/SUB	22	DUES/MEMBERSHIPS/SUB	-	500	500
			EXPENSES Total						73,490	61,553
	RECREATION Total								292,370	238,403
	Grand Total								1,030,651	915,880



CULTURE AND RECREATION DETAIL

TOWN OF BRIDGEWATER
CULTURE & RECREATION FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 72% of TOTAL CULTURE & RECREATION BUDGET

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	25,695	3.41%
Staffing Changes	(123,279)	-16.37%
Total	(97,584)	-12.96%

DETAIL STAFFING CHANGES	AMOUNT
610: Steps/COLA/YOS	20,550
610: Staffing & Hours Changes	(76,104)
630: Steps/COLA/YOS	5,145
630: Staffing & Hours Changes	(47,175)
Total	(97,584)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
610	7.81	6.77
630	3.27	2.73
Total	11.08	9.50

FY 2026 Salary Budget	763,199
Budget Adjustments	(10,322)
FY 2026 Adjusted Salary Budget	752,877

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /UNITS	TOTAL SALARY
610	LIBRARY	510000	FULL TIME WAGES	1	LIBRARY DIRECTOR	484	51.30	GRADE 13 STEP 8	0.70	1472	75,507			
							51.80	GRADE 13 STEP 8	0.30	616	31,911			
							53.63	GRADE 13 STEP 9				0.50	913.5	48,510
							44.68	GRADE 12 STEP 7				0.50	913.5	48,995
				2	ASSIST LIBRARY DIRECTOR	662	46.26	GRADE 12 STEP 8	1.00	1827	81,630			
							46.72	GRADE 12 STEP 8				0.46	835.2	38,637
							32.27	GRADE 10 STEP 3				0.46	835.2	39,023
				3	OFFICE MANAGER	679	33.40	GRADE 10 STEP 4	1.00	1827	58,950			
							33.73	GRADE 10 STEP 4				0.46	835.2	27,896
							39.30	GRADE 10 STEP 11				0.46	835.2	28,175
							40.69	GRADE 10 STEP 12	1.00	1827	71,805			
							41.10	GRADE 10 STEP 12				0.46	835.2	33,988
				5	LIBRARIAN	506	35.61	GRADE 10 STEP 7	1.00	1827	65,067			
							36.87	GRADE 10 STEP 8				0.46	835.2	30,790
							37.23	GRADE 10 STEP 8				0.46	835.2	31,098
				6	ASSIST LIBRARIAN	595	30.06	GRADE 9 STEP 4	1.00	1827	54,922			
							31.12	GRADE 9 STEP 5				0.46	835.2	25,993
							31.43	GRADE 9 STEP 5				0.46	835.2	26,253
				7	ASSIST LIBRARIAN	730	29.33	GRADE 9 STEP 3	1.00	1827	53,586			
							30.36	GRADE 9 STEP 4				0.46	835.2	25,358
							30.67	GRADE 9 STEP 4				0.46	835.2	25,612
				8	LIBRARIAN DIGITAL ARCHIVIST	651	33.32	GRADE 10 STEP 5	0.50	910	30,322			
				9	POST OVERRIDE ADJUSTMENT	651		POST OVERRIDE ADJUSTME	(0.50)	1	(30,322)			
		511002	PART TIME WAGES	1	ASSIST LIBRARIAN	7	34.86	GRADE 9 STEP 10	0.11	208	7,251			
							36.10	GRADE 9 STEP 11				-	0	0
							36.46	GRADE 9 STEP 11				-	0	0
				2	LIBRARY ASSIST	94	29.21	GRADE 7 STEP 12	0.19	338	9,872			
							29.50	GRADE 7 STEP 12				-	0	0
							29.79	GRADE 7 STEP 12				-	0	0
				3	LIBRARY ASSIST	627	24.57	GRADE 7 STEP 5	0.51	936	22,998			
							25.43	GRADE 7 STEP 6				0.14	260	6,612
							25.68	GRADE 7 STEP 6				0.14	260	6,678
		514600	LONGEVITY	1	LIBRARIAN	189	500.00	YOS: 12 = \$500	-	1	500			
								YOS: 13 = \$500				-	1	500
LIBRARY Total									7.81	15444	533,998	6.77	12370.4	478,443

TOWN OF BRIDGEWATER
CULTURE & RECREATION FY 2027 DETAIL SALARY BUDGET
SALARY BUDGET = 72% of TOTAL CULTURE & RECREATION BUDGET

SUMMARY OF PAYROLL INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Step/COLA/YOS/Contractual	25,695	3.41%
Staffing Changes	(123,279)	-16.37%
Total	(97,584)	-12.96%

DETAIL STAFFING CHANGES	AMOUNT
610: Steps/COLA/YOS	20,550
610: Staffing & Hours Changes	(76,104)
630: Steps/COLA/YOS	5,145
630: Staffing & Hours Changes	(47,175)
Total	(97,584)

HEAD COUNT		
DEPT.	2026 FTE	2027 FTE
610	7.81	6.77
630	3.27	2.73
Total	11.08	9.50

FY 2026 Salary Budget	763,199
Budget Adjustments	(10,322)
FY 2026 Adjusted Salary Budget	752,877

DPT #	DEPT DESCRIPTION	OBJ	DESCRIPTION	SEQ #	POSITION/PURPOSE	EE #	HRLY RATE / AMOUNT	GRADE / STEP	2026			2027		
									FTE	HOURS /UNITS	TOTAL SALARY	FTE	HOURS /UNITS	TOTAL SALARY
630	RECREATION	510000	FULL TIME WAGES	1	RECREATION DIRECTOR	81	51.79	GRADE 12 STEP 12	0.61	1272	65,872			
							52.30	GRADE 12 STEP 12	0.39	816	42,676			
							52.83	GRADE 12 STEP 12				0.50	913.5	47,780
							22.54	GRADE 6 STEP 5	1.00	2088	47,070	0.50	913.5	48,258
							23.34	GRADE 6 STEP 6				0.50	913.5	21,319
							23.57	GRADE 6 STEP 6				0.50	913.5	21,532
							25.63	PARK STEWARD	0.42	880	22,550			
							26.50	PARK STEWARD				0.43	887.5	23,519
							27.11	GRADE 8 STEP 4	0.54	988	26,785			
							15.00	SEASONAL	0.31	640	9,600	0.31	640	9,600
	SEASONAL WAGES	1	PART TIME SEASONAL STAFF	437	15.00	SEASONAL								
	LONGEVITY	1	RECREATION DIRECTOR	81	0.04	YOS: 26 = 4% of SALARY	-	108134	4,325	-	96037.9	3,842		
	LICENSE - HOIST	1	GROUNDKEEPER	638	1000.00	GRADE 6 STEP 5					1	1,000		
	RECREATION Total						3.27	114818	218,879	2.73	101220.4	176,850		
	Grand Total						11.08	130262	752,877	9.50	113590.8	655,293		



DEBT SERVICE BUDGET

**TOWN OF BRIDGEWATER
DEBT SERVICE FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
LTD Principal Payments	(36,969)	-1.67%
LTD Interest Payments	(44,681)	-2.02%
Total Budget (Decrease)	(81,650)	-3.68%

FY26 Budget	2,216,135
Adjustments	-
Adjusted FY26 Budget	2,216,135

DETAIL DEBT CHANGES	2026	2027	Diff
Debt Exclusion - P & I	1,652,200	1,642,525	(9,675)
Levy Limit - P & I	36,405	-	(36,405)
Title V - P	128,326	107,957	(20,369)
Elm Street Diff - I	368,813	356,313	(12,500)
Golf	30,391	27,690	(2,701)
Total Budget (Decrease)	2,216,135	2,134,485	(81,650)
Note: B/R School Debt Assessment	3,565,924	3,449,120	(116,804)
Note: B/P School Debt Assessment	903,333	1,061,721	158,388

DPT	DEPT DESCRIPTION	DEBT CATEGORY	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	POSITION/PURPOSE	2026	2027						
710	DEBT PRINCIPAL	DEBT EXCLUSION	4.00	DEBT SERVICE		591083	FIRE STATION ROOF REHAB	LTD PRINCIPAL PAYMENTS	5,000	5,000					
						591084	MEMORIAL BUILDING REHAB	LTD PRINCIPAL PAYMENTS	25,000	20,000					
						591085	ACADEMY BUILDING RENOVATIONS	LTD PRINCIPAL PAYMENTS	155,000	155,000					
						591099	FIRE STATION PLEASANT ST	LTD PRINCIPAL PAYMENTS	470,000	495,000					
						DEBT EXCLUSION Total								655,000	675,000
							LEVY LIMIT	4.10	DEBT SERVICE	591037	EQ FIRE 8/12-2012 FIRE 00001	LTD PRINCIPAL PAYMENTS	36,000	-	
						LEVY LIMIT Total								36,000	-
							TITLE V	4.20	DEBT SERVICE	591033	TTL V 8/12-WPAT-97 1024-E	LTD PRINCIPAL PAYMENTS	20,074	20,105	
										591038	TTL V 01/15-WPAT-T5 97 1024-F (CWT)	LTD PRINCIPAL PAYMENTS	20,000	20,000	
										591039	TTL V 11/03-WPAT T5 97 1024-2	LTD PRINCIPAL PAYMENTS	20,000	-	
										591040	TTL V 08/12-WPAT T5 97 1024-D	LTD PRINCIPAL PAYMENTS	21,052	21,052	
										591041	TTL V 6/05-WPAT T5 97 1024 3C	LTD PRINCIPAL PAYMENTS	20,000	20,000	
										591042	TTL V 06/21 CWT-20-37	LTD PRINCIPAL PAYMENTS	20,000	20,000	
						TITLE V Total								121,126	101,157
							ELM STREET DIF	4.30	DEBT SERVICE	591093	ELM STREET DIF	LTD PRINCIPAL PAYMENTS	250,000	250,000	
						ELM STREET DIF Total								250,000	250,000
							GOLF	4.30	DEBT SERVICE	591078	GLF CLB HOUSE-2008 GLF 00001	LTD PRINCIPAL PAYMENTS	26,000	26,000	
										591080	GLF COURSE 8/12-2012 GC 00001	LTD PRINCIPAL PAYMENTS	1,000	-	
						GOLF Total								27,000	26,000
						DEBT PRINCIPAL Total								1,089,126	1,052,157

**TOWN OF BRIDGEWATER
DEBT SERVICE FY 2027 TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
LTD Principal Payments	(36,969)	-1.67%
LTD Interest Payments	(44,681)	-2.02%
Total Budget (Decrease)	(81,650)	-3.68%

FY26 Budget	2,216,135
Adjustments	-
Adjusted FY26 Budget	2,216,135

DETAIL DEBT CHANGES	2026	2027	Diff
Debt Exclusion - P & I	1,652,200	1,642,525	(9,675)
Levy Limit - P & I	36,405	-	(36,405)
Title V - P	128,326	107,957	(20,369)
Elm Street Diff - I	368,813	356,313	(12,500)
Golf	30,391	27,690	(2,701)
Total Budget (Decrease)	2,216,135	2,134,485	(81,650)
Note: B/R School Debt Assessment	3,565,924	3,449,120	(116,804)
Note: B/P School Debt Assessment	903,333	1,061,721	158,388

DPT	DEPT DESCRIPTION	DEBT CATEGORY	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	POSITION/PURPOSE	2026	2027				
751	INTEREST ON LTD	DEBT EXCLUSION	4.01	DEBT SERVICE	591583	FIRE STATION ROOF REHAB	LTD INTEREST PAYMENTS	1,500	1,350				
					591584	MEMORIAL BUILDING REHAB	LTD INTEREST PAYMENTS	6,750	6,000				
					591585	ACADEMY BUILDING RENOVATIONS	LTD INTEREST PAYMENTS	49,800	45,150				
					591599	FIRE STATION PLEASANT ST	LTD INTEREST PAYMENTS	939,150	915,025				
					DEBT EXCLUSION Total							997,200	967,525
					4.11	DEBT SERVICE	591537	EQ FIRE 8/12-2012 FIRE 00001	LTD INTEREST PAYMENTS	405	-		
					LEVY LIMIT Total							405	-
					4.21	DEBT SERVICE	591542	TTL V 06/21 CWT-20-37	LTD INTEREST PAYMENTS	7,200	6,800		
					TITLE V Total							7,200	6,800
					4.31	DEBT SERVICE	591593	ELM STREET DIF	LTD INTEREST PAYMENTS	118,813	106,313		
					ELM STREET DIF Total							118,813	106,313
					4.31	DEBT SERVICE	591578	GLF CLB HOUSE-2008 GLF 00001	LTD INTEREST PAYMENTS	3,380	1,690		
							591580	GLF COURSE 8/12-2012 GC 00001	LTD INTEREST PAYMENTS	11	-		
					GOLF Total							3,391	1,690
INTEREST ON LTD Total							1,127,009	1,082,328					
Grand Total							2,216,135	2,134,485					



INTERGOVERNMENTAL CHARGES

**TOWN OF BRIDGEWATER
STATE & COUNTY ASSESSMENTS FY 2027
TM RECOMMENDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
MV Non-Renewal Charges	(1,720)	-0.37%
Retired Munic. Teachers' Health	5,451	1.16%
Mosquito Control Projects	5,968	1.27%
Air Pollution Districts	(486)	-0.10%
Old Colony Planning Council	294	0.06%
MBTA	(1,795)	-0.38%
Regional Transit	4,180	0.89%
County Tax	0	0.00%
Total Budget Increase	11,892	2.53%

FY26 Budget	470,196
Adjustments - Final Cherry Sheet	(24)
Adjusted FY26 Budget	470,172

DPT	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	POSITION/PURPOSE	2026	2027	
820	STATE & COUNTY ASSESSMENTS	2	EXPENSES	563400	MOTOR VEHICLE NON-RNWL CHARGES	RMV NON-RENWL CHARGES	35,200	33,480	
					563700	RETIRED MUNIC TEACHER HEALTH	RETIRED MUNIC TEACHERS HEALTH	25,584	31,035
					563900	MOSQUITO CONTROL	MOSQUITO CONTROL PROJECTS	93,642	99,610
					564000	AIR POLLUTION	AIR POLLUTION DISTRICTS	9,316	8,830
					564200	OLD COLONY PLANNING COUNCIL	OLD COLONY PLANNING COUNCIL	11,952	12,246
					566100	MASS BAY TRANSPORT AUTHORITY	MBTA	157,971	156,176
					566300	REGIONAL TRANSIT AUTHORITY	REGIONAL TRANSIT	61,730	65,910
			EXPENSES Total				395,395	407,287	
	STATE & COUNTY ASSESSMENTS Total						395,395	407,287	
830	COUNTY ASSESSMENTS	2	EXPENSES	562100	COUNTY TAX	COUNTY TAX	74,777	74,777	
							EXPENSES Total	74,777	74,777
	COUNTY ASSESSMENTS Total						74,777	74,777	
Grand Total							470,172	482,064	



BENEFITS AND INSURANCE BUDGET

**TOWN OF BRIDGEWATER
BENEFITS FY 2027 TM RECOMMNEDED BUDGET**

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Retirement	427,476	4.05%
WC / 111F	(20,744)	-0.20%
Unemployment	30,000	0.28%
Health Insurance/Opt Out	686,882	6.50%
Med/Life/FICA	4,818	0.05%
Other Benefits (EE Training)	(15,140)	-0.14%
Total	1,113,292	10.54%
FY 2026 Budget	10,560,595	

SUMMARY OF BUDGET INCREASE (DECREASE) BY BENEFIT		
DESCRIPTION	AMOUNT	PERCENT CHANGE
Retirement	427,476	7.26%
Workers Compensation / 111F	(20,744)	-12.52%
Unemployment	30,000	150.00%
Health Insurance/Opt Out	686,882	16.61%
Med/Life/FICA	4,818	1.56%
Other Benefits (EE Training)	(15,140)	-38.19%
Total Budget Increase	1,113,292	10.54%

DPT	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	POSITION/PURPOSE	2026	2027
911	RETIREMENT	1	SLRY/WGS/BNFTS	517007	COUNTY RETRMNT ASSESSMENT	PLYMOUTH COUNTY RETIREMENT ASSESSMENT	5,891,692	6,319,168
	RETIREMENT Total						5,891,692	6,319,168
912	WORKERS COMP	1	SLRY/WGS/BNFTS	517006	WORKERS COMP	WORKERS COMP	70,000	50,000
				517010	POLICE/FIRE 111F INSURANCE	POLICE & FIRE INSURANCE POLICY	95,744	95,000
	WORKERS COMP Total						165,744	145,000
913	UNEMPLOYMENT	1	SLRY/WGS/BNFTS	517005	UNEMPLOYMENT	UNEMPLOYMENT	20,000	50,000
	UNEMPLOYMENT Total						20,000	50,000
914	MED/LIFE/FICA	1	SLRY/WGS/BNFTS	517002	HEALTH INSURANCE	TOWN SHARE MMHG GRP MEDICAL INSURANCE	4,163,250	4,800,000
						POST OVERRIDE ADJUSTMENT	(50,132)	-
				517003	MEDICARE	TOWN MEDICARE - 1.45% OF GROSS WAGES	290,945	298,219
				517004	LIFE INSURANCE	TOWN SHARE LIFE INSURANCE - 50% EE & RETIREES	17,456	15,000
				517012	MEDICARE PENALTY REIMB	MEDICARE PENALTY - RETIREES DID NOT TIMELY FILE	10,000	10,000
				519006	HEALTH INS OPT OUT STIPEND	HEALTH CONTRACTUAL OPT OUT	12,000	12,000
	MED/LIFE/FICA Total						4,443,519	5,135,219
919	OTHER BENEFITS	1	SLRY/WGS/BNFTS	517014	HEALTH INSURANCE	CAFETERIA PLAN ADVISORS- ADMIN FEE	4,000	5,000
		2	EXPENSES	530008	TRAINING & EDUCATION	LEADERSHIP	8,000	5,000
						CLASSES ONLINE/IN PERSON	20,640	7,500
						HARRASSMENT/WC/SAFETY	7,000	7,000
	OTHER BENEFITS Total						39,640	24,500
Grand Total							10,560,595	11,673,887

TOWN OF BRIDGEWATER
LIABILITY INSURANCE / GAS & OIL FY 2027 TM RECOMMENDED BUDGET

SUMMARY OF BUDGET INCREASE (DECREASE)		
DESCRIPTION	AMOUNT	PERCENT
Liability	8,215	1.43%
Gas & Oil Town Vehicles	1,000	0.17%
Vehicle Maintenance	(1,000)	-0.17%
Total Budget Increase	8,215	1.43%
FY 2026 Budget	572,785	

DPT	DEPT DESCRIPTION	S/E	GROUP DESCRIPTION	OBJ	DESCRIPTION	POSITION/PURPOSE	2026	2027
945	LIABILITY INSURANCE	2	EXPENSES	574002	INSURANCE BLANKET LIABILITY	LIABILITY - BLANKET INSURANCE	331,785	340,000
			EXPENSES Total				331,785	340,000
	LIABILITY INSURANCE Total						331,785	340,000
950	GAS & OIL FOR TOWN VEHICLES	2	EXPENSES	548002	GAS & OIL FOR TOWN VEHICLES	GF AND INSP. SVCS. -ELECTRIC & GAS TOWN VEHICLES	235,000	236,000
			EXPENSES Total				235,000	236,000
	GAS & OIL FOR TOWN VEHICLES Total						235,000	236,000
	VEHICLE MAINTENANCE	2	EXPENSES	524006	VEHICLE MAINTENANCE	GF AND INSP. SVCS. -ELECTRIC & GAS TOWN VEHICLES	6,000	5,000
			EXPENSES Total				6,000	5,000
	VEHICLE MAINTENANCE Total						6,000	5,000
Grand Total							572,785	581,000



READER'S GUIDE and GLOSSARY

READER'S GUIDE

The purpose of this document is for the town to provide financial budgets to its residents, elected officials, staff and other interested parties to promote transparency, accountability, and community involvement. By sharing the budget information, the town helps residents how their tax dollars are spent and encourages feedback on local priorities. To highlight the importance of budget transparency in fostering trust and engagement within the community.

Data within this document is presented in fiscal year terms as the Town operates on a fiscal year that runs July 1 through June 30.

General Fund

The primary operating fund is used to finance the day-to-day activities and services provided by the local government. It is the central account for managing revenues, such as property taxes, sales taxes, and grants, and is used to cover a wide range of expenditures, including public safety (police and fire departments), public works, parks and recreation, health services, and general administration. The General Fund typically supports most of the core functions of a municipality, excluding specialized funds designated for specific purposes (like capital projects or enterprise funds for utilities). The fund is often the most flexible, as it can be used to address various needs and priorities within the community.

Anyone interested in obtaining additional information concerning the town's budget is asked to contact the Finance Office at 508-697-0926 or visit the town website at www.bridgewaterma.org for PDF versions.

GLOSSARY

ABATEMENT – Abatement is a reduction of a tax liability. The Board of Assessors grant abatements for real estate and personal property taxes in cases where an individual's assessed valuation is determined to be in excess of fair market value.

ACCRUAL BASIS FOR ACCOUNTING – A method of accounting that recognizes revenue when earned, rather than when collected, and recognizes expenses when incurred, rather than when paid.

APPROPRIATIONS – A legal authorization to expend money and incur obligations for specific public purposes. Massachusetts municipal finance laws require that all general-purpose expenditures be authorized by a majority vote of Town Council. There are two basic types of appropriations - operating appropriations, and supplemental Town Council order appropriations. Operating appropriations last for one fiscal year only, and any unobligated balance is closed at the end of the fiscal year. Salaries is an example of an operating appropriation. Supplemental Town Council order appropriations are generally voted for a specific purpose or project, additional funding, or the purchase of a piece of capital equipment. Supplemental Town Council order appropriations are closed upon completion of the project for which the funds were voted.

ASSESSED VALUATION - The valuation of real estate or other property determined by the Town Assessor for tax levying purposes in accordance with the legal requirement that property be assessed at "full and fair cash value" certified periodically by the Commonwealth's Commissioner of Revenue (no less frequently than once every three years).

ASSETS – Property, plant and equipment owned by the Town.

AUDIT – A comprehensive examination as to the manner in which the government's resources were actually utilized concluding in a written report of its findings. An accounting audit is intended to determine whether financial statements fairly present the financial position and results of operations of the Town. The Town is required to conduct an audit annually. An outside Certified Public Accountant (CPA) audit is directed primarily toward the expression of an opinion as to the fairness of the financial statements and submission of a management letter. An auditor must be independent of the executive branch of government. A state auditor, private CPA, public accountant, or elected auditor meets this test.

BOND – A written promise to pay a specified sum of money, called the face value or principal amount, at specified dates in the future, called the maturity date(s), together with periodic interest at a specified rate. The difference between notes, usually one year or two years in length and a bond is that the latter runs for a longer period of time.

BOND ANTICIPATION NOTE (BAN) – A temporary note issued typically for one year. This is commonly used to defer the initial pay down of debt or to accommodate reimbursement for borrowed notes from a private source or other governmental entity.

BUDGET – The budget is the Town's financial plan for a given fiscal period. The annual budget includes an estimate of proposed expenditures, as well as a forecast of estimated revenues and other financing sources. The Town Council, Budget and Finance Sub-Committee as well as the volunteer Finance Committee reviews the Town Manager's Recommended Budget in detail and forwards its recommendations to Town Council. Town Council adopts the budget by voting a series of appropriations, which may not; in the absence of an override of Proposition 2 1/2 exceeding the estimated total amount of revenues and other financing sources for the fiscal period.

CAPITAL EXPENDITURE – A major, non-recurring expenditure involving land acquisition, construction or major rehabilitation of a facility, or purchase of equipment costing \$10,000 or more with a useful life of five years or more.

CAPITAL IMPROVEMENT PROGRAM (CIP) - A financial planning and management tool which: identifies public facility and equipment requirements; places these requirements in order of priority; and schedules them for funding and implementation.

CHAPTER 90 – Massachusetts General Laws Chapter 90, Section 34 authorizes the Commonwealth to allocate funds to municipalities through the Transportation Bond Issue for highway construction, preservation and improvement projects that create or extend the life of capital facilities. Routine maintenance operations such as pothole filling and snow and ice removal are not covered. The formula for determining the Chapter 90 level of funding is based on a municipality's miles of public ways, population, and level of employment. Municipalities receive Chapter 90 funds on pre-approved projects on a reimbursement basis.

CHERRY SHEET – The State allocates a portion of generated revenue to municipalities each year for education and general governmental expenditures. The amount of state aid each community will receive is itemized in a financial statement printed on cherry colored paper (thus the name). The amount of reimbursement is a function of the State budget. Towns usually receive notification in late summer, subsequent to the beginning of the fiscal year.

CLASSIFICATION – Massachusetts municipal finance law requires that all real estate and personal property be appraised at "full and fair cash valuation" for purposes of assessing property taxes. Once the Commissioner of the Massachusetts Department of Revenue certifies that properties are appraised at "full and fair cash valuation" (once every three years), the council may impose a tax classification plan, whereby a portion of the residential tax burden may be shifted to the commercial/industrial class of taxpayers.

DEBT EXCLUSION – The amount of taxes assessed in excess of the Proposition 2-1/2 levy limit for the payment of debt service costs attributable to a vote of the electorate. These funds are raised to retire the debt service for the project. They are not added to the tax levy limit for the following fiscal year.

DEBT SERVICE – Payment of interest and principal on an obligation resulting from the issuance of bonds.

DEPARTMENT – A division of the Town that has overall management responsibility for an operation or group of related operations within a functional area.

DEPRECIATION – 1) Expiration in the service life of capital assets attributable to wear and tear, deterioration, and inadequacy of obsolescence. 2) That portion of the cost of a capital asset that is charged as an expense during a particular period. Depreciation is based on historic costs not replacement value.

ENCUMBRANCE – To encumber funds means to set aside or commit funds for a future expenditure. Encumbrances include obligations in the form of purchase orders, contracts or salary commitments, which are chargeable to an appropriation and for which a part of the appropriation is reserved.

ENTERPRISE FUNDS – Enterprise Funds, authorized by MGL Ch. 44§53F ½, are used to account for operations which are financed and operated in a manner similar to business operations and where the costs of providing goods or services are financed in whole or in part by user charges (charges for services). Services accounted for in Enterprise Funds are tangible and can be measured to determine the charge for services. In Massachusetts, the most common types of government enterprises include utility or utility-type services for water treatment and delivery, sewerage collection and treatment, and electricity generation and distribution. Less common but prevalent operations include hospitals, airports, parking, swimming pools, and golf courses. Individual services must ordinarily be accounted for in separate Enterprise Funds. Segregation is essential for determining the total cost of services and the extent to which user charges cover that cost. Although a community may decide to recover only a portion of its costs from user charges, it is essential from a management point of view that it understands what its total costs are. Such costs include amounts for repayment of long-term debt and related interest and estimates for depreciation.

EXPENDITURE – The spending of money by the Town for the programs or projects within the approved budget.

FISCAL YEAR (FY) – The Town of Bridgewater operates on a July 1st through June 30th fiscal year.

FREE CASH – The amount certified annually by the Dept of Revenue that represents the unreserved fund balance less all outstanding tax receivables. This balance is created when actual revenues exceed those estimated and/or expenditures are less than appropriations for any given fiscal year. These funds may be appropriated by Town Council as a resource for the next fiscal year's operations or any other purpose authorized by state statute. Certified Free Cash is available for appropriation by Town Council for any lawful purpose.

FUND BALANCE – The amount by which cash, accounts receivable, and other assets exceed liabilities and restricted reserves. Monies in the various governmental funds as of June 30 that are neither encumbered nor reserved, and are therefore available for expenditure once certified as part of Free C

FUNDING SOURCE – The specifically identified funds allocated to meet budget requirements/expenses.

GENERAL FUND – Revenues derived from the tax levy, state aid, local receipts and available funds are considered General Fund revenues. The General Fund is distinguished from Enterprise Funds and Special Revenue Funds.

GRANT – A contribution by one government unit or outside agency to another governmental unit. The contribution is usually made for a specific purpose but is sometimes for general purposes.

LEVY LIMIT – The maximum amount of money, which the Town can raise from the property tax levy, without an override of proposition 2 1/2.

LIABILITY – Debt or other legal obligation which must be paid, renewed, or refunded at some future date, but does not include encumbrances.

LOCAL RECEIPTS – A category of revenue sources including department charges for services, investment income, fines, and forfeitures, building permits and excise taxes. These revenues are not considered part of the Proposition 2 ½ Tax Levy.

MODIFIED ACCRUAL BASIS FOR ACCOUNTING – A method of accounting that recognizes revenue when it is actually received and recognizes expenditures when a commitment is made.

MOTOR VEHICLE EXCISE – All Massachusetts vehicle owners who have their vehicle(s) registered in the Commonwealth of Massachusetts pay an annual motor vehicle excise tax to the town. The Registry of Motor Vehicles creates a listing of all vehicles registered in Bridgewater and the book value assigned to each vehicle. The Town uses this information to bill all owners an annual tax equal to 2 ½ percent or \$25 for each \$1,000 of the vehicle's value.

NEW GROWTH – In addition to a standard 2 1/2% annual increase in the property tax levy, Proposition 2 1/2 allows the levy to be increased further by the sum of certain qualifying new construction valuation, multiplied by the prior year tax rate. Qualifying new construction valuation is known as "New Growth".

OPERATING BUDGET – The portion of the budget that pertains to daily operations, which provide basic services for the fiscal year. The operating budget contains appropriations for such expenditures as personnel, supplies, utilities, materials, travel, and fuel and the proposed means of financing them.

OVERLAY – The amount raised in the tax levy for funding abatements granted by the Board of Assessors.

OVERRIDE – An action taken by the voters of the town to exceed the limit placed on tax revenue growth by the State tax limitation law known as Proposition 2 ½. The tax levy limit can be exceeded only if a majority of residents voting approve an override. This sum is then added to the base levy for the next fiscal year, and this becomes a permanent addition to the tax levy limit.

PROPOSITION 2 ½ – A tax limitation measure passed by Massachusetts voters in 1980 which limits the growth of the total property tax levy to 2.5% per year. The total revenue allowed to be raised through real estate and personal property taxes cannot increase by more than 2.5% from one fiscal year to the next unless the residents of the town vote to approve a debt exclusion or an operating override. New construction values are in addition to this limit.

RESERVE FUND – An amount set aside annually within the budget of the town to provide a funding source for "extraordinary and unforeseen" expenditures.

RETAINED EARNINGS – The accumulated earnings of the general fund and enterprise funds.

RESOURCES – Total dollar amounts available for appropriation including estimated revenues, fund transfers, and beginning fund balances.

REVALUATION - Massachusetts municipal finance law requires that the Massachusetts Department of Revenue formally certify that property tax assessments represent the "full and fair cash valuation" of properties. The process of determining the "full and fair cash valuation" of taxable property is known as Revaluation.

REVENUE – Budgetary resources.

REVOLVING FUND – As authorized under M.G.L. Ch. 53 E ½, departmental revolving funds allow communities to raise revenues from a specific service and use those revenues without appropriation to support the service. The total amount that may be spent from each revolving fund must be re-authorized each year at annually. Wages or salaries for full-time employees may be paid from the revolving fund only if the fund is also charged for all associated fringe benefits.

SEWER, WATER & TRANSFER STATION CHARGES – The Town operates a Water, Sewer, and Transfer Station Enterprise Fund to manage these municipal operations. Users of sewer and water services provided by the Town pay charges depending upon usage. Revenue received from charges for sewer, water and transfer station is used to fully support the costs of utility operations, assessments, debt service obligations, personnel costs, and capital projects.

STABILIZATION FUND – Massachusetts General Law Ch.40, Sec. 5B, authorizes a Town to create one or more stabilization funds and appropriate funds to them for any lawful purpose. Bridgewater has two Stabilization Funds: the General (Rainy Day) Stabilization Fund and the Capital Stabilization Fund. The treasurer shall be custodian of the funds and may invest the proceeds legally; any interest earned shall remain with the respective funds. Money from the Stabilization Funds may be appropriated for any lawful purpose by two thirds vote of Town Council.

TAX LEVY – The total amount raised through real estate and personal property taxes. Bridgewater property owners pay taxes to the Town based on the assessed value of their real and/or personal property. Each year the Town Council conducts a tax classification hearing to determine a tax rate. The Chief Assessor adjusts real estate values in order to properly reflect fair market value. In addition to real estate, businesses may also pay a personal property tax based on the value of their professional equipment, furniture, and fixtures. The amount of taxes a property owner pays is determined by multiplying the applicable tax rate by the valuation. For example, if the tax rate is \$10 and a property's assessed value is \$100,000, the property owner will pay \$10 times \$100,000/1,000, or \$1,000. Tax levy revenues are the largest source of funding for the Town. These revenues support all education, police, fire, public works, library, and general governmental services to the community.

TAX LEVY LIMIT – The maximum amount that can be raised within the restrictions imposed by Proposition 2 ½.

TAX RATE – The amount of tax levied for each \$1,000 of assessed valuation.

USER FEES – Fees paid for direct receipt of a public service by the user or beneficiary of the service.



END OF BOOKLET