Approved Town Council Orders - 2027

Order Number	Title	Sponsor	Date Introduced	Timeline	Status
O-FY27-001	FY2027 Annual Town Budget	Town Manager	4/14/26	4/14/26: Town Council referred to Budget & Finance and Finance Committee. 4/21/26: Budget & Finance voted to continue 4/21/26: Finance Committee voted to continue 5/4/26: Finance Committee voted 5-0-1 to recommend. 5/5/26: Budget & Finance voted 2-0 to recommend. 5/5/26: Public hearing held, Town Council voted 9-0 to approve.	Closed Approved
O-FY27-002	Budget Order: FY27 Water Enterprise Fund	Town Manager	4/14/26	4/14/26: Town Council referred to Budget & Finance and Finance Committee. 4/21/26: Budget & Finance voted to continue 4/21/26: Finance Committee voted to continue 5/4/26: Finance Committee voted 6-0 to recommend. 5/5/26: Budget & Finance voted 2-0 to recommend. 5/5/26: Public hearing held, Town Council voted 9-0 to approve.	Closed Approved
O-FY27-003	Budget Order: FY27 Sewer Enterprise Fund	Town Manager	4/14/26	4/14/26: Town Council referred to Budget & Finance and Finance Committee. 4/21/26: Budget & Finance voted to continue 4/21/26: Finance Committee voted to continue 5/4/26: Finance Committee voted 6-0 to recommend. 5/5/26: Budget & Finance voted 2-0 to recommend. 5/5/26: Public hearing held, Town Council voted 9-0 to approve.	Closed Approved
O-FY27-004	Budget Order: FY27 Transfer Station Enterprise Fund	Town Manager	4/14/26	4/14/26: Town Council referred to Budget & Finance and Finance Committee. 4/21/26: Budget & Finance voted to continue 4/21/26: Finance Committee voted to continue 5/4/26: Finance Committee voted 6-0 to recommend. 5/5/26: Budget & Finance voted 2-0 to recommend. 5/5/26: Public hearing held, Town Council voted 9-0 to approve.	Closed Approved

Approved Town Council Orders - 2027

Order Number	Title	Sponsor	Date Introduced	Timeline	Status
O-FY27-005	Authorization of Revolving Funds	Town Manager	4/14/26	4/14/26: Town Council referred to Budget & Finance and Finance Committee. 4/21/26: Budget & Finance voted to continue 4/21/26: Finance Committee voted to continue 5/4/26: Finance Committee voted 6-0 to recommend. 5/5/26: Budget & Finance voted 2-0 to recommend. 5/5/26: Public hearing held, Town Council voted 9-0 to approve.	Closed Approved
O-FY27-006	CPA Reserve Accounts – FY2027	Town Manager	6/2/26	6/2/26: referred to Budget & Finance and Finance Committee. 6/15/26: Finance committee voted to recommend. 6/16/26: Budget Finance voted to recommend 6/16/26: Town Council voted 9-0 to approve	Closed Approved
O-FY27-007	Acceptance of Gift – Bridgewater State University	Town Manager	7/14/26	7/14/26: Town Council referred to Budget & Finance and Committee. 8/4/26: Finance Committee voted to recommend. 8/11/26: Budget & Finance voted to recommend. 8/11/26: Town Council voted and approved.	Closed Approved
O-FY27-008	Transfer Order – CPC Cultural Grant Match	Town Manager	7/14/26	7/14/26: Withdrawn. Order not needed.	Closed Withdrawn
O-FY27-009	Transfer Order – Library Budget Reallocation	Town Manager	7/14/26	7/14/26: referred to Budget & Finance and Finance Committee. 8/4/26: Finance Committee voted to recommend. 8/11/26: Budget & Finance voted to recommend. 8/11/26: Town Council voted and approved.	Closed Approved
O-FY27-010	Transfer Order – Finance Budget Reallocation	Town Manager	7/14/26	7/14/26: referred to Budget & Finance and Finance Committee. 8/4/26: Finance Committee voted to recommend. 8/11/26: Budget & Finance voted to recommend. 8/11/26: Town Council voted and approved.	Closed Approved
O-FY27-011	Transfer Order – Funding of Fire Arbitration	Town Manager	7/14/26	7/14/26: referred to Budget & Finance and Finance Committee. 8/4/26: Finance Committee voted to recommend. 8/11/26: Budget & Finance voted to recommend. 8/11/26: Town Council voted and approved.	Closed Approved
O-FY27-012	Conservation Restriction – 48 Summer Street	Town Manager	7/14/26	Town Council: voted to retain at Town Council	Pending

Approved Town Council Orders - 2027

O-FY27-013	Acceptance of Proposed Traffic Ticket Fee Increases	Town Manager	8/11/26	8/11/26: Town Council referred to Budget & Finance and Finance Committee. 8/31/26: Finance Committee voted to recommend. 9/8/26: Budget & Finance voted to recommend. 9/8/26: Town Council voted and approved.	Closed Approved
O-FY27-014	Establishing a Financial Feasibility Study – Withdrawal of Pre-K through Grade 8	McGrath	8/11/26	8/11/26: Town Council referred to Rules & Procedues 10/5/26: Rules & Procedures voted to recommend with amendments. 10/20/26: Town Council voted to approve with amendments.	Closed Approved
O-FY27-015	Laying Out and Accepting a Private Way – Whispering Wood	Kennedy	8/11/26	8/11/26: Town Council referred to Planning Board 9/16/26: Planning Board voted to continue; waiting on final reporting on as-builts from Town Engineer 10/7/26: Planning Board voted to continue; still waiting for documents from Town Engineer. 10/21/26: Planning Board voted to continue	Pending Planning Board
O-FY27-016	Transfer Order – CP Restoration of Hand Pumper/Pictures	Town Manager	8/11/26	8/11/26: Town Council referred to Budget & Finance and Finance Committee. 8/31/26: Finance Committee voted to recommend. 9/8/26: Budget & Finance voted to recommend. 9/8/26: Town Council voted and approved.	Closed Approved
O-FY27-017	Acceptance of Donation – Dennis Chalmers, Mass Window and Door	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-018	Acceptance of Donation – Greater Bridgewater Women of Today	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved

Approved Town Council Orders - 2027

Order Number	Title	Sponsor	Date	Timeline	Status
O-FY27-019	Contractual Buyouts	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-020	Transfer Order for Prior Year Bill	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-021	Budget Supplemental Appropriation	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-022	FY27 Budget Supplemental Appropriation (Town Clerk)	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-023	FY27 Budget Supplemental Appropriation (Library)	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-024	Budget Supplemental Appropriation (Legal)	Town Manager	9/8/26	9/8/26: Town Council referred to Budget & Finance and Finance Committee 9/15/26: Finance Committee voted to recommend. 9/29/26: Budget & Finance voted to recommend. 10/6/26: Town Council voted to approve.	Closed Approved
O-FY27-025	Order Establishing an Override Exploration Committee	Town Manager	9/8/26	9/8/26: Town Council voted to retain at Town Council. 10/6/26: Town Council voted 8-1 to approve	Closed Approved

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	4/14/2026
First Reading:	4/14/2026
Second Reading:	5/5/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	5/5/2026
Date Effective:	7/1/2026

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 the amount of	$725,199
Conservation Receipts Reserved the 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 considere a separate appropriation as shown attached.

PUBLIC HEARING - VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• 4/21/26: Voted to Continue. • 5/5/26: voted 2-0 to recommend
• Finance Committee	• 4/21/26: voted to continue. • 5/4/26: voted 5-0-1 to recommend
• Town Council	• 5/5/26: Public hearing held. Voted 9-0 to approve.

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

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, May 5, 2026, to approve the aforementioned Order, by a vote of 9-0-0.

A TRUE COPY ATTEST:

_____

Debra Ward, Town Council Clerk

PUBLIC HEARING - VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

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
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	701,000
		4.2	TTLV: DEBT SERVICE	101,157
		4.3	DIF: DEBT SERVICE	250,000
	DEBT PRINCIPAL Total			1,052,157
751	INTEREST ON LTD	4.0	DE: DEBT SERVICE	969,215
		4.2	TTLV: DEBT SERVICE	6,800
		4.3	DIF: DEBT SERVICE	106,313
	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

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	4/14/2026
First Reading:	4/14/2026
Second Reading:	5/5/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	5/5/2026
Date Effective:	7/1/2026

Budget Order O-FY27-002: FY27 Water Enterprise Fund

ORDERED, that the Town Council vote to appropriate $**5,585,914** from the Water Enterprise receipts to defray Water direct costs, and that $**419,018** as appropriated under Order O-FY27-001 be used for Water indirect costs, all to fund the total costs of operations of the Water Enterprise as follows:

SALARIES/WAGES/BENEFITS	$ 2,243,016
OPERATING EXPENSES	$ 2,081,003
DEBT SERVICES	$ 1,256,895
TRANSFER TO TRUST FUNDS OPEB	$ 5,000
APPROPRIATED for DIRECT COSTS	**$ 5,585,914**
INDIRECT COSTS - GENERAL FUND	$ 419,018
TOTAL COST - WATER EF	**$ 6,004,932**

Committee Referrals and Dispositions:

Referral(s)	
• Budget & Finance	• 4/21/26: Voted to continue. • 5/5/26: Voted 2-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Finance Committee	• 4/21/26: Voted to continue. • 5/4/26. Voted 6-0 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, May 5, 2026, to approve the aforementioned Order, by a vote of 9-0-0.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	4/14/2026
First Reading:	4/14/2026
Second Reading:	5/5/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	5/5/2026
Date Effective:	7/1/2026

Budget Order O-FY27-003: FY27 Sewer Enterprise Fund

ORDERED,that the Town Council assembled vote to appropriate **$4,272,594** from the Sewer Enterprise receipts to defray Sewer direct costs, and that **$263,078** as appropriated under Order O-FY27-001 be used for Sewer indirect costs, all to fund the total costs of operations of the Sewer Enterprise as follows:

SALARIES/WAGES/BENEFITS	$ 1,467,547
OPERATING EXPENSES	$ 712,113
DEBT SERVICES	$ 2,087,934
TRANSFER TO TRUST FUNDS OPEB	$ 5,000
APPROPRIATED for DIRECT COSTS	**$ 4,272,594**
INDIRECT COSTS - GENERAL FUND	$ 263,078
TOTAL COST - SEWER EF	**$ 4,535,672**

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• 4/21/26: Voted to continue.

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

	• 5/5/26 voted 2-0 to recommend
• Finance Committee	• 4/21/26: Voted to continue. • 5/4/26: Voted 6-0 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, May 5, 2026, to approve the aforementioned Order, by a vote of 9-0-0.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	4/14/2026
First Reading:	4/14/2026
Second Reading:	5/5/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	5/5/2026
Date Effective:	7/1/2026

Budget Order O-FY27-004: FY27 Transfer Station Enterprise Fund

ORDERED, that the Town Council assembled vote to appropriate **$466,917** from Transfer Station Enterprise receipts to defray Transfer Station direct costs, and that **$43,103** as appropriated under Order O-FY27-001 be used for Transfer Station indirect costs, all to fund the total costs of operations of the Transfer Station Enterprise as follows:

SALARIES/WAGES/BENEFITS	$ 142,982
OPERATING EXPENSES	$ 323,935
APPROPRIATED for DIRECT COSTS	**$ 466,917**
INDIRECT COSTS - GENERAL FUND	$ 43,103
TOTAL COST - TRANSFER STATION EF	**$ 510,020**

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• 4/21/26: Voted to continue. • 5/5/26 Voted 2-0 to recommend
• Finance Committee	• 4/21/26: Voted to continue. • 5/4/26: Voted 6-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

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, May 5, 2026, to approve the aforementioned Order, by a vote of 9-0-0.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	4/14/2026
First Reading:	4/14/2026
Second Reading:	5/5/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	5/5/2026
Date Effective:	7/1/2026

Budget Order O-FY27-005: Authorization of Revolving Funds

ORDERED, that the Town Council vote to establish revolving funds for certain Town Departments under the provisions of G.L. c.44, §53E ½ for the fiscal year beginning July 1, 2026, with specific receipts credited to each fund, the purposes for which each fund may be spent, and the maximum amount that may be spent from each fund for FY2027 as follows:

Spending Authority	Fund	Receipts	Expenditures	FY2027 Spending Limit
Town Clerk	Street Listing	Sales of street lists; sale of bylaws/zoning bylaws; sale of subdivision rules; sale of zoning maps	Printing and other costs with publications/books sold to public	$5,000
Recreation Director	Recreation	Fees associated with recreation programs	Salaries/benefits of full-time staff, part-time seasonal staff, recreation programs, facility expenses and other expenses related to programs	$150,000
Council on Aging Director	COA Revolving	Fees and Rentals	Programs for Seniors & Community	$25,000
Library Director	Library Revolving	Fines & Fees	Programs & supplies for Community	$25,000

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Budget & Finance	• 4/21/26: Voted to continue. • 5/5/26: voted 2-0 to recommend
• Finance Committee	• 4/21/26: Voted to continue. • 5/4/26: Voted 6-0 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, May 5, 2026, to approve the aforementioned Order, by a vote of 9-0-0.

A TRUE COPY ATTEST:

_____
Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	6/2/2026
First Reading:	6/2/2026
Second Reading:	6/16/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	6/16/2026
Date Effective:	7/16/2026

Budget Order O-FY27-006: CPA Reserve Accounts - FY2027

ORDERED, Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate from the Community Preservation Fund FY2027 estimated annual revenues the sum of $1,097,250 to meet the administrative expenses, and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2027.

And further,
To reserve for future appropriation from the Community Preservation Fund FY2027 estimated annual revenues the sum of $109,725 for the acquisition, creation, and preservation of open space; $109,725 for acquisition, preservation, restoration, and rehabilitation of historic resources; and $109,725 for the acquisition, creation, preservation, and support of community housing.

And further,
To appropriate $58,668 to Administrative Expenses $398,007 to Budgetary Reserves.

And further,
To appropriate $311,400 for the payment of debt related to the Academy Building renovation from FY2027 estimated revenues.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• 6/16/26: voted 3-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Finance Committee	• 6/15/26: voted 6-0 to recommend

Attachments: 1. FY27 CPC - CPA Budget

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, June 16, 2026, to approve the aforementioned Budget Order, by a Voice Vote 9-0-0.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Town of Bridgewater

Community Preservation Fund

FY 2027 Recommended Budget

Sources & Uses of Funds			FY 2027
Revenue Estimates			
CPA Surcharge 2%			**950,000.00**
State Match			**147,250.00**
Total Estimated Revenue			**1,097,250.00**
Total Sources of Funds			**1,097,250.00**
Reserves			
Community Housing Reserve	(Min 10%)	10%	109,725.00
Open Space Reserve	(Min 10%)	10%	109,725.00
Historical Resources Reserve	(Min 10%)	10%	109,725.00
Total Required Reserves			**329,175.00**
Administrative Expenses (No >5%) $			
Payroll Expenses (104 hours@$35.27)			3,668.00
Administrative Expenses			55,000.00
Total Administrative Budget			**58,668.00**
Debt Service - Due FY27			
ACADEMY BUILDING RENOVATIONS-PRINCIPAL			240,000.00
ACADEMY BUILDING RENOVATIONS-INTEREST			71,400.00
KEITH HOMESTEAD-2012 CPC 00001-PRINCIPAL			0.00
KEITH HOMESTEAD-2012 CPC 00001-INTEREST			0.00
Total Debt Service			**311,400.00**
BUDGETARY RESERVES			398,007.00
Total Use of Funds			**1,097,250.00**
Total Surplus (Deficit)			**0.00**

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	7/14/2026
First Reading:	7/14/2026
Second Reading:	8/11/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	8/11/2026
Date Effective:	9/11/2026

Order O-FY27-007: Acceptance of Gift - Bridgewater State University

ORDERED, that the Town Council Assembled Vote to

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

WHEREAS: The Town of Bridgewater has received two gifts from Bridgewater State University totaling $110,000. Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the gift of $60,000 from BSU and to expend the gift in accordance with stated purpose thereof which is equal amounts to be distributed to the Police Department, Fire Department and Highway Department.

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

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

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Town Council	• 7/14/26: referred to Budget & Finance and Finance Committee
• Budget & Finance and Finance Committee	• 8/4/26 Joint Meeting: Budget & Finance voted 3-0 and Finance Committee voted 5-0 to recommend.
•	•

Attachments: 1. BSU Donation FY27

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

BRIDGEWATER
STATE UNIVERSITY

June 15, 2026

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

Re: Restricted Gift to the Town of Bridgewater

Dear Mr. Casanova-Davis:

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

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

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

Sincerely,

Frederick W. Clark Jr., Esq.
President

Office of the President • Boyden Hall, Room 200 • Bridgewater, MA 02325
508.531.1201 • FAX 508.531.1707 • www.bridgew.edu

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	7/14/2026
First Reading:	7/14/2026
Second Reading:	8/11/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	8/11/2026
Date Effective:	9/11/2026

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

ORDERED, pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule of Use of Funds $56,000:

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

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

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Town Council	• 7/14/26: Referred to Budget & Finance and Finance Committee

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Budget & Finance and Finance Committee	• 8/4/26 Joint Meeting: Budget & Finance voted 3-0 to recommend and Finance Committee voted 5-0 to recommend.
•	•

Attachments: None

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	7/14/2026
First Reading:	7/14/2026
Second Reading:	8/11/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	8/11/2026
Date Effective:	9/11/2026

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

ORDERED, pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule of Use of Funds $37,549.00:

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

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

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Town Council	• 7/14/26: referred to Budget & Finance and Finance Committee

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Budget & Finance and Finance Committee	• 8/4/26 Joint Meeting: Budget & Finance voted 3-0 and Finance Committee voted 5-0 to recommend at a joint meeting held on 8/4/26.
•	•

Attachments: None

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	7/14/2026
First Reading:	7/14/2026
Second Reading:	8/11/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	8/11/2026
Date Effective:	9/11/2026

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

ORDERED, pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule of Use of Funds $1,024,340:

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

Explanation:

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

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)

VOICE VOTE APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Town Council	• 7/14/26: referred to Budget & Finance and Finance Committee
• Budget & Finance and Finance Committee	• 8/4/26 Joint Meeting: Budget & Finance voted 3-0 to not recommend and Finance Committee voted 5-0 to not recommend at a joint meeting held on 8/4/26.
•	•

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

VOICE VOTE APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

COMMONWEALTH OF MASSACHUSETTS
BEFORE THE JOINT LABOR MANAGEMENT COMMITTEE

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

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

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

Date of Hearing: March 20, 2026

Location: Bridgewater, Massachusetts

I. INTRODUCTION

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

The issues certified for arbitration are as follows:

Union Issues

1. Wages
2. EMS Stipend

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

Town Issues

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

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

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

8. The overall compensation presently received by the employees, including direct wages and fringe benefits.

10. Such other factors that are considered in collective bargaining, mediation, fact-finding, arbitration or otherwise between parties, in the public services or in private employment.

11. The Parties' stipulations.

II. FINDINGS AND AWARDS

1. Wages

Union's Proposal

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

Town's Proposal

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

Findings

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

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

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

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

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

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

Award

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

Effective 7/1/2024: 2%
Effective 7/1/2025: 1%
Effective 7/1/2026: 1%
Effective 1/1/2027: 1%

2. EMS Stipend

Union's Proposal

Effective 7/1/24: 18.5% increase
Effective 7/1/25: 19.5% increase
Effective 7/1/26: 20.5% increase

Town's Response

No Change

Findings

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

Award

The EMT Stipend increase shall be as follows:

Effective 7/1/2024: 0.5%
Effective 7/1/2025: 0.5%
Effective 7/1/2026: 0.5%

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

Union's Proposal

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

Town's Response

No Change

Findings

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

Award

None

4. Educational Incentive Pay (Article 13)

Union's Proposal

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

Effective 7/1/2024

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

Effective 7/1/2025

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

Effective 7/1/2026

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

Town's Response

No Change

Findings

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

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

Award

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

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

5. Health Insurance (Article 10)

Town's Proposal

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

Union's Response

No Change

Findings

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

Award

None

6. Vacation Language (Article 7)

Town's Proposals

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

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

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

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

Union's Response

No Change

Findings

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

Award

None

7. Holiday Language (Article 5)

Union's Proposals

Amend Article V, Section 2 to read:

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

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

Town's Response

No Change

Findings

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

Award

None

III. AWARD SUMMARY

1. Wages

Effective 7/1/2024: 2%

Effective 7/1/2025: 1%

Effective 7/1/2026: 1%

Effective 1/1/2027: 1%

2. EMT Stipend

Effective 7/1/2024: 0.5%

Effective 7/1/2025: 0.5%

Effective 7/1/2026: 0.5%

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

The Panel does not award the Union's proposal.

4. Educational Incentive Pay (Article 13)

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

a. Associate's degree: 5% of wages ($3500 minimum)

b. Bachelor's degree: 6.5% of wages ($4500 minimum)

c. Master's degree: 7.5% of wages ($5500 minimum)

5. Health Insurance (Article 10)

The Panel does not award the Town's proposal.

6. Vacation Language (Article 7)

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

7. Holiday Language (Article 5)

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

Sheila Mayberry, Neutral Chair

D Gagne

David Gagne, Management Committee Member

Robert W. Green

Robert Green, Labor Committee Member

June 24, 2026

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	8/11/2026
First Reading:	8/11/2026
Second Reading:	9/8/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	9/8/2026
Date Effective:	10/8/2026

Order O-FY27-013: Town Council Acceptance of Proposed Traffic Ticket Fee Increases

ORDERED, that the Town Council of Bridgewater, Massachusetts in Town Council asembled vote to accept the attached proposed Traffic Ticket Fee Increases with an effective date of October 1, 2026.

Explanation:
An affirmative vote will formally accept the attached increases effective October 1, 2026.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• Meeting 9/8/26 prior to Town Council meeting.
• Finance Committee	• 8/31/26: voted unanimously to recommend.

Attachments: 1. Copy of Traffic Ticket Fees

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, September 8, 2026, to approve the aforementioned Order, by a Voice Vote 9 of 9-0-0.

A TRUE COPY ATTEST:

_____
Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Parking Ticket Fees

Code	Offense	Current Fee	Proposed Fee	Increased By	Notes
1	Handicapped Parking	$105	No change	0	State mandated fee
2	Impeding Snow Removal	$25	$50	$25	
3	All Night Parking	$25	$50	$25	
4	Double Parking	$20	$50	$30	
5	Within 10 ft' of a Fire Hydrant	$105	No change	$0	State mandated fee
6	Wrong Direction	$20	$50	$30	
7	Obstructing Crosswalk or Sidewalk	$25	$50	$25	
8	Obstructing Driveway	$20	$50	$25	
9	Restricted or Prohibited Area	$20	$50	$30	
10	Within 20' of Intersection	$25	$50	$30	
11	Overtime Parking	$20	$50	$25	
12	Over 1ft from Curb	$20	$50	$30	
13	Bus Stop and Taxi Stand	$20	$50	$30	
18	Other	$20	$50	$30	
29	Blocking Fire Exit/Lane	$25	$50	$25	
30	Improper Parking	$20	$50	$30	
33	Obstructing Flow of Traffic	$20	$50	$30	
40	Violations of Rules and Regulations - Town Facilities	$20	$50	$30	
44	On Private Way	$20	$50	$30	
47	Wrong Side of Street	$20	$50	$30	
50	Parking Outside Marked Line	$20	$50	$30	

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	8/11/2026
First Reading:	8/11/2026
Second Reading:	9/8/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	9/8/2026
Date Effective:	10/8/2026

Order O-FY27-016: Transfer Order - CPC Restoration of Ousamequin Hand Pumper and Historic Pictures

ORDERED, in accordance with section 6-4 of the Bridgewater Home Rule Charter, vote to appropriate $181,000 broken into two takes to be taken from the Historic Preservation Reserve (Account Number 324200). Task 1 is the restoration of the Ousamequin pumper for $123,000 and Task 2 is for the restoration of the pictures for $58,000.

Explanation:
See CPC Recommendations.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• Meeting 9/8/26
• Finance Committee	• 8/31/26: Voted unanimously to recommend.

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, September 8, 2026, to approve the aforementioned Order, by a Voice Vote 9-0-0

A TRUE COPY ATTEST:

_____
Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Town of Bridgewater, MA

Community Preservation Committee

66 Central Square

Bridgewater, MA 02324

August 4, 2026

Mr. Justin Cassanova-Davis, Town Manager
Mr. Paul Murphy, Town Council President
Town of Bridgewater
66 Central Square
Bridgewater, MA 02324

Re: Restoration of Ousamequin Hand Pumper and Historic Pictures

Dear Mr. Cassanova-Davis and Mr.Murphy:

In response to an application received from the Bridgewater Fire Department for the restoration of their Ousamequin hand pumper and historic pictures, dated July 7, 2026, the following motion was made by Carlton Hunt and duly seconded at the CPC's July 22nd meeting. The motion passed unanimously.

> To recommend an appropriation of $181,000 broken into two tasks to be taken from the Historic Preservation Reserve 324200. Task 1 is the restoration of the Ousamequin pumper for $123,000, and the other is for the restoration of the pictures for $58,000.

Please see that this information is placed on the Town Council agenda and that the application is forwarded to the Council members as backup to the order.

I would appreciate if you would let me know when the Council acts on the order so we can prepare the award letter.

Sincerely,

Gina Guasconi

Gina Guasconi, Chair
Community Preservation Committee

cc: Josh McGraw
Laurie Guerrini
Carlton Hunt
Debra Ward

CPC Project Application

Print Del

Submitted by:

Submitted On: 2026-07-07 15:17:24

Status: Open

Priority: Normal

Assigned To: Josh McGraw

Due Date: Open

Attachments

- IMG_5740.jpeg - 2026-07-07 03:17:26 pm
- IMG_5156.jpeg - 2026-07-07 03:17:26 pm

Applications should be submitted **no later than 4:00 PM, at least two (2) weeks before the CPC meeting (the CPC meets on the fourth Wednesday of each month).**

Complete applications received by this date will be reviewed at the next CPC meeting and considered for recommendation to the Town Council. Applications received after this will be reviewed at the following month's meeting, unless you receive an exception from the CPC chair.

Project timelines may extend up to **five (5) years**.

Projects will be favored by the CPC where:

- The project addresses at least one goal of the current CPC 5-Year Plan. CPC 5-Year Plan
- The applicant has site control of the proposed parcel, or the project includes the property owner's involvement or consent.
- Community support is demonstrated (e.g., elected officials, abutters, user groups, civic associations, and/or community organizations).
- The applicant demonstrates the capacity to implement the project and provides a plan for ongoing maintenance and stewardship.
- The project occurs on public property or on private property with public access.

GENERAL INFORMATION

*** Project Name:**

Hunneman Hand Pumper/Historical photograph restoration

*** Project Location (address and neighborhood)**

1185 Pleasant Street

*** Legal Propery Owner of Record:**

Town of Bridgewater-Bridgewater Fire Department

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

☐ **Open Space** ☑ **Historic Preservation** ☐ **Community Housing** ☐ **Recreation**

PROJECT INFORMATION

*** Project Description:**

Restoration of the Fire Department's 1848 Hunneman hand pumper (Ousamequin) and 15 photographs depicting department history.

*** Estimated Start Date:**

11/15/2026

Format: MM/DD/YYYY

*** Estimated Completion Date:**

02/15/2028

Format: MM/DD/YYYY

*** Amount Requested:**

$180,150.00

*** Total Project Cost:**

$180,150.00

PROJECT CONTACT

*** Contact Person:**

Glen Grafton-Deputy Chief

Phone Number:

5086591402

Email Address:

ggrafton@bridgewaterma.org

Project Manager (who's overseeing project)

Glen Michael Grafton

Phone Number:

Ex. (123) 456-7890

Project Sponsor/Organization (check one below):

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

Have you or the organization applied for or received CPA funding before?

NO

If YES, what project and when?

PROJECT NARRATIVE

Please refer to the CPC's Project Application Guidance for requirements.

CPC Goals and Priorities:

The Ousamequin represents a significant and tangible link to our department's early history and to the heritage of the town. and was housed at a fire station (in actuality a barn) in the Scotland area in the mid-1800s. As one of the few surviving artifacts from that era, the Ousamequin deserves historically accurate restoration and proper preservation. To ensure the work is performed to the highest standard, I have had extensive discussions with Hal Fillinger of Vintage Vehicle Restorations, Inc., in Harleysville, PA. Mr. Fillinger specializes in antique hand fire apparatus and has restored several Hunneman hand pumpers. He is currently restoring the Rockland Fire Department's King Philip hand pumper, a comparable piece. His experience and craftsmanship align with the level of historical accuracy and care this apparatus requires. The goal is a complete restoration to original factory specifications. The proposed scope of work includes: • Complete disassembly • Fabrication and replacement of all degraded components by skilled craftsmen (leather tooling, wooden components, metal bolts, rivets, and straps) • Wheel restoration • Brass restoration • Recreation of the original toolbox • Recreation of suction pipes • Restoration of push rails to original wood, replacing later galvanized pipe modifications • Complete paint removal • Application of original Hunneman factory paint colors • Gold leaf detailing • Any additional work necessary to return the apparatus to authentic factory condition Given the importance of this apparatus, restoration should be entrusted to experienced craftsmen who specialize in antique fire equipment. Upon completion, the Ousamequin would be displayed indoors at Headquarters to protect it from environmental exposure while maintaining visibility for visitors. Three potential display locations have been identified: • Apparatus floor • East mezzanine • Training tower alcove In addition to permanent indoor display, we would like the Ousamequin to participate in the annual 4th of July parade. Due to insurance carrier restrictions, pushing the apparatus along the parade route is no longer permitted; however, it may be safely transported and exhibited on a flatbed trailer. Restoring and displaying the Ousamequin will preserve an irreplaceable piece of the departments and the town's history. It reflects the dedication, craftsmanship, and community spirit that have defined generations of firefighters. This project ensures its legacy is properly honored and shared with future members and visitors alike. The second part of this project is the rehabilitation and digital restoration of 15 photographs depicting the original School Street station, horse pulled fire apparatus (including the Ousamequin), and department personnel. These photos align with significant department milestones included in Benjamin Spence's Fire Service in Bridgewater, MA 1844-1910. Our intention is to display the digitized prints in the public areas of the station, chronicling the department's evolution to the current day. Both parts of this project align with the principles and goals described in Bridgewater's Community Preservation Plan, particularly the preservation and rehabilitation of historic artifacts and equipment. These pieces represent the living history of the department, little of which remains.

Community Needs:

This project represents the history of the Fire Department and will be available for all community members to view upon completion. This project is a link to our past and will serve as tangible talking points to stimulate discussion about Bridgewater's (and the Department's) past and future.

Implementation and Timeline:

With a hopeful approval timeline of late September 2026, the project would be implemented by October 15th, 2026. The Hunneman hand pumper will be shipped to Harleysville, PA to begin the restoration process and the photographs will be delivered to the approved vendor to begin the rehabilitation and restoration process. The anticipated completion date is February of 2028, though an earlier conclusion is possible. The Hunneman pumper will take considerably longer to complete than the photographs.

Organizational Experience and Capacity:

Bridgewater Fire Department

Proposed Maintenance Plan:

The Hunneman hand pumper will be displayed at the new fire headquarters with 3 possible viewing locations in consideration. Post-restoration care will follow the recommendation of Hal Fillinger of Vintage Vehicle Restorations, Inc. Digital reproductions of the photographs will be displayed in public areas of fire headquarters with the originals, after restoration, stored securely.

Multi-Year Projects:

See the Attachments Checklist for additional required materials, if applicable and available.

Please upload attachments for this Application below.

*** Upload a File**

Choose File No file chosen

The Upload a File field is required

ASSURANCE

I hereby certify under the penalties of perjury that the following application information is true and accurate to the best of my knowledge, and I am legally able to enter into a contract on behalf of <type org/name below> with the Town of Bridgewater for Community Preservation Funds.

Complete Application Check List

Please submit the application in this order:

Please submit the application in this order:

- ☐ **Project Application Page**
- ☐ **Project Narrative and Timeline**
- ☐ **Budget Narrative and Cost Breakdown**

Required Project Attachments including:

- ☐ **Documentation of who has site control on the property (if other than applicant)**
- ☐ **Photographs of project site (at least 3)**
- ☐ **Map of project site showing the nearest major roads or intersections**
- ☐ **Letters of support from relevant Town departments, officials, and boards/commissions**
- ☐ **Letters of committment (from any organizations or individuals providing funding to the project)**

- ☐ **Other attachments as applicable and available to your project.**

Upload Attachments here

Choose File No file chosen

Note: Applicants may be required to submit additional supporting materials and documentation, as requested by the CPC, to aid the committee in their decision-making process.

*** By checking this box and typing my name below, I acknowledge that I am submitting this form electronically and that my typed name serves as my signature.**

☑ **Please Check Box**

*** Name:**

Glen Grafton

*** Date**

07/07/2026

Format: MM/DD/YYYY

From: Grafton, Glen
To: McGraw, Joshua
Cc: Community Preservation Committee
Subject: Bridgewater Fire Department submission
Date: Monday, May 11, 2026 12:07:09 PM

Mr. McGraw,

The following is a cost breakout for the requested funds.

Vintage Vehicle Restorations by Hal Fillinger
$115,000.00 Hunneman hand pumper (“Ousamequin”) restoration
Dunnes Towing Inc.
$7,900.00 Round trip secure transport from Bridgewater to Harleysville, PA

NEDCC (Northeast Document Conservation Center
$57,250.00 Conservation and Restoration Treatment Plan for 15 historical photos/prints of the BFD

I hope this is what is needed. If you need any further information, please reach out. Thank you for the consideration.

Glen Grafton
Deputy Chief

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	10/6/2026

Order O-FY27-017: Acceptance of Donation - Dennis Chalmers, Mass Window and Door

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

WHEREAS: The Town of Bridgewater has received a Donation from Dennis Chalmers of Mass Window and Door in the amount of $5,648.60 to the Parks and Recreation Department to fund the replacement of an electronic scoreboard at Scotland Field.

NOW THEREFORE, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept and to expend the grant in accordance with stated purpose thereof.

Explanation:
Dennis Chalmers of Mass Window and Door is making this donation for the express purpose of funding the replacement of an electronic scoreboard at Scotland Field.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Budget & Finance	• 9/29/26: voted 3-0 to recommend
•	•

Attachments: 1. Chalmers Window Door Donation Aug 2026

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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 9-0-0.

A TRUE COPY ATTEST:

_____

Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

August 12, 2026

Justin Casanova-Davis

Town Manager

Municipal Office Building

66 Central Square

Bridgewater, MA 02324

Dear Mr. Casanova-Davis,

This letter is to attest that Dennis Chalmers of Mass Window and Door is making a donation in the amount of $5648.60 to the Parks and Recreation Department to fund the replacement of an electronic scoreboard at Scotland Field. These funds are for this express purpose only.

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

Thank you.

Allyson Johnson

Office Coordinator

Parks and Recreation Department

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	10/6/2026

Order O-FY27-018: Acceptance of Donation - Greater Bridgewater Women of Today

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

WHEREAS: The Town of Bridgewater has received a Donation from the Greater Bridgewater Women of Today in the amount of $500.00 for the Bridgewater Veterans Office. These funds are to be used at the discretion of the Veterans Agent to support the mission of the Veterans Office.

NOW THEREFORE, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept and to expend the grant in accordance with stated purpose thereof.

Explanation:
The Greater Bridgewater Women of Today is making this donation to support the mission of the Bridgewater Veteran's Office and the funds are to be used at the discretion of the Veterans Agent.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend
• Budget & Finance	• 9/29/26: voted 3-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Attachments:
1. Veterans Donation August 2026 GBWOT
2. Check Copy GBWOT Donation 2026

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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 9-0-0.

A TRUE COPY ATTEST:

_____
Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Town of Bridgewater Veteran's Council

Municipal Office Building
66 Central Square
Bridgewater, MA 02324
508-697-0908

August 3, 2026

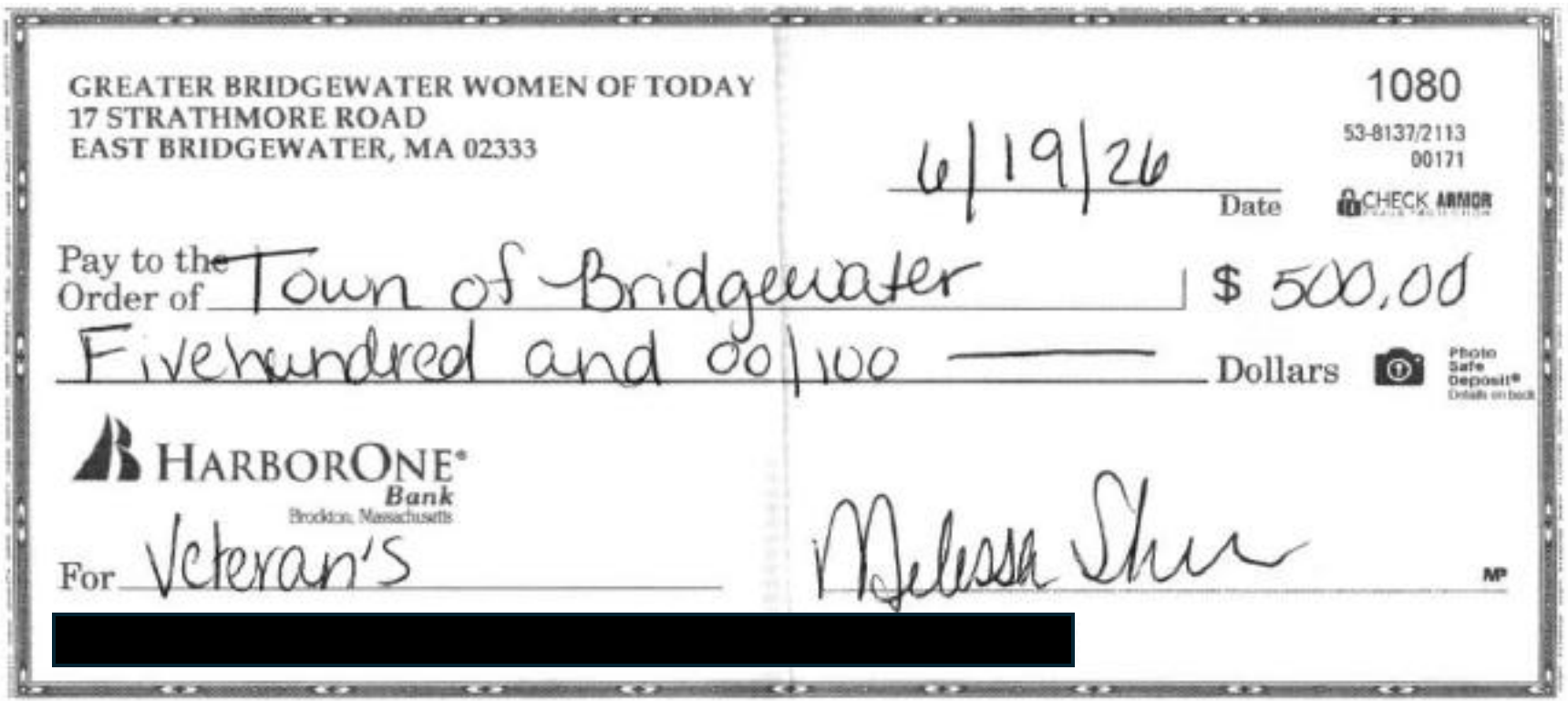
Town Council (Attn: Deb Ward)
66 Central Square
Bridgewater, MA 2025

Dear Mrs. Ward,

I am requesting Town Council acceptance of a donation of $500.00 from the Greater Bridgewater Women of Today. These funds are to be used at the discretion of the Veteran's Agent to support the mission of the Bridgewater Veteran's Office.

Sincerely,

Gregory Martin
Bridgewater Veteran's Services Officer



GREATER BRIDGEWATER WOMEN OF TODAY
17 STRATHMORE ROAD
EAST BRIDGEWATER, MA 02333

1080

53-8137/2113
00171

6/19/26
Date

CHECK ARMOR

Pay to the Order of Town of Bridgewater $ 500.00

Fivehundred and 00/100 Dollars

Photo Safe Deposit®
Details on back

HARBORONE® Bank
Brockton, Massachusetts

For Veteran's

Melissa Shea

MP

[redacted]

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	10/6/2026

Order O-FY27-019: Contractual Buyout

ORDERED, that the Town Council assembled vote to Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate $49,896.00 to below schedule:

SOURCES OF FUNDING			Amount
Employee Liability Fund	80045-596100	Salaries Wages Benefits	$ 49,896.00
Total:			$ 49,896.00
USES OF FUNDING			**Amount**
Fire Dept Salaries	02205001	Salaries Wages Benefits	$ 49,896.00
Total			**$ 49,896.00**

Explanation:
This transfer order will fund contractual employment agreement.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Buget & Finance	• 9/29/26: voted 3-0 to recommend

Attachments: 1. Chief Schlatz signed contract - 03.27.24-06.30.27

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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 9-0-0.

A TRUE COPY ATTEST:

_____

Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

EMPLOYMENT AGREEMENT with FIRE CHIEF
AGREEMENT PURSUANT TO M.G.L. CH. 41, SEC. 1080

THIS AGREEMENT made this 27th day of **March**, 2024, by and between the Town of Bridgewater, a municipal corporation, (hereinafter called the "Town") acting by and through its Town Manager, having an address of the Municipal Office Building, 66 Central Square, Bridgewater, MA 02324 and John A. Schlatz (hereinafter called the " Fire Chief '), having an address of 20 Grange Park, Bridgewater, MA 02324.

WHEREAS, the Town Manager appointed the Fire Chief pursuant to Section 4-3 of the Town Charter;

WHEREAS, under Chapter 41, Section 1080 of the Massachusetts General Laws, the Town acting through its Town Manager may contract with the Fire Chief and may establish an employment contract for a period of time (March 27, 2024 – June 30, 2027) to provide for the salary, fringe benefits, and other conditions of employment, for its Fire Chief;

WHEREAS, the Fire Chief accepts such appointment as Fire Chief of said Town and desires to enter into this Agreement.

NOW THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

Section 1. Duties and Authority.

The Fire Chief shall perform the customary duties of Fire Chief and other duties as may be assigned by the Town Manager or his/her designee. The daily administrative control of the Fire Department for the Town shall be the responsibility of the Fire Chief. His duties shall include but not be limited to the following as long as the same are not in conflict with state law, local ordinances, organizational policies, or directives from the Town.

- Supervision of the daily operation of the Fire Department, including Emergency Medical Services.
- Supervision of all departmental personnel.
- Preparation and recommendation to the Town Manager or his/her designee of the Fire Department budget, including the budget for any ambulance service.
- Submission of reports to the Town, either orally or in writing, when requested or required to ensure the proper communication between the Town and the Fire Department.
- Being accountable for all departmental expenditures, as well as the receipt of funds and property in the custody of the department.
- Supervision and control of all department equipment and motor vehicles belonging to or used by the Fire Department.
- Recommendation of equipment and vehicle specifications for the Fire Department.
- Overseeing all call firefighters.
- Supervision of all Town approved training programs for department personnel and the assignment of personnel to such programs.
- Maintaining the discipline of department personnel; the issuing of orders, rules, regulations, policies and procedures; and the assignment of personnel to such programs. Acquiring all

approval prior to implementation of the same.

- Attendance, when required by the Town Manager or his/her designee, at any board or committee meetings when necessary.
- Being responsible for planning, organizing, directing, staffing, and coordinating fire and emergency medical operations.
- Being responsible for communications with the public, including the media, on matters related to fire and emergency medical operations and department policy.
- Perform the duties and responsibilities of the Emergency Management Director.
- Performing other related duties as assigned.

Section 2. Hours of Work.

It is recognized that the Fire Chief must devote a great deal of time outside the normal office hours on business for the Town, and to that end the Fire Chief, with the consent of the Town Manager or his/her designee shall be allowed to establish an appropriate work schedule of not less than forty (40) hours per week. The Chief acknowledges that he is on call twenty-four (24) hours a day, seven (7) days per week.

Section 3. Compensation and Expenses

The Town shall pay the Fire Chief an annual base salary of $167,424.00 starting March 27, 2024, payable in installments in the same manner as other employees of the Town are paid. The Town agrees to increase the compensation by 2.5% on each July 1st thereafter until the end of this contract subject to the Fire Chief receiving a satisfactory performance evaluation in May of each year.

The Town shall provide a vehicle for use by the Fire Chief and pay for all attendant operating and maintenance expenses and insurance. Said vehicle is to be used by the Fire Chief in connection with the performance of his duties as Fire Chief and for his professional growth and development. The vehicle will be subject to the record keeping requirements of the IRS.

The Town agrees to budget and to pay for reasonable professional dues and subscriptions of the Fire Chief necessary for his continuation and participation in national, regional, state, and local associations and organizations necessary and desirable for the Fire Chiefs continued professional growth and advancement, and for the good of the Town, including membership in the International Association of Fire Chiefs, and other applicable associations, so long as such subscription and participation is approved by the Town Manager or his/her designee, which approval shall not be unreasonably withheld.

The Town agrees to furnish the Chief with a cellular telephone or similar device with internet service. The phone being necessary for routine business or emergency communications, may also be used for personal reasons as determined by the Chief. The Chief acknowledges that any and all communications on the Town issued phone is subject to public records requests.

The Town agrees to provide the same clothing and cleaning allowances and the same Holidays and Longevity benefits to the Chief as it provides to the members of the Bridgewater Firefighters Association, Local 2611.

Section 4. Term.

This Agreement shall become effective March 27, 2024, and shall be in full force and effect until June 30, 2027.

If the Town does not wish to continue the employment agreement, notification of the same will be given to the Chief not less than one hundred and eighty (180) days prior to the expiration of this agreement.

Both parties agree to, not less than ninety (90) days prior to the expiration of the term hereof, enter into negotiations relative to establishing a new employment contract for a period of time to provide for the salary, fringe benefits, and other conditions of employment, for the Fire Chief.

Section 5. Benefits.

The Town agrees to provide health insurance for the Fire Chief similar to and subject to the same eligibility criteria as made available to members of the fire fighters. The Town agrees to provide and to pay 75% of the premium for such health insurance and the Fire Chief agrees to pay 25% of the premium for such health insurance.

Section 6. Paid Leave

Commencing July 1, 2024, and every July 1 thereafter during the term of this Agreement, the Fire Chief shall be credited with thirty (30) days of vacation leave. Any vacation shall be taken by the Fire Chief at such time as in his opinion will cause the least interference with the performance of the regular work of the Town. The Fire Chief shall be permitted to carryover up to twenty-five (25) days of vacation leave annually but shall not accumulate more than forty-five days of vacation leave at any one time.

The Fire Chief shall accrue sick time at the rate of one and one-half (1½) days for each completed calendar month of employment. The Fire Chief will not be limited in the number of sick days that can be accrued or carried, but the buy-back provision will be limited as noted below.

Pursuant to this agreement, the Town will buy-back accumulated unused sick time, at 50% of the rate when the time was earned, payable in three installments on the following schedule: $49,896.16 payable on September 1, 2024; $49,896.16 payable on September 1, 2025; $49,896.16 payable on September 1, 2026. As the signing of this agreement, the Fire Chief shall waive any and all future rights to sick-time buy-back benefits.

Section 7. Indemnification

Indemnification shall be consistent with Chapter 258 of the Massachusetts General Laws.

Section 8. General Provisions

Professional Liability - The Town agrees to furnish upon written request from the Chief, copies of liability policies for the Town.

Disability insurance shall be consistent with Chapter 41, Section 111F of the Massachusetts General Laws.

Section 9. Death

If the Fire Chief dies during the terms of this contract, the Town shall pay to the Chiefs estate all compensation which would otherwise be payable to the Fire Chief up to the date of the Chief's death , including but not limited to unused vacation and sick leave amounts (*up to the remainder of monies due if buyback provision in section 6.3 has not been completed*) at 100% of the recorded amount verified on record for the Fire Chief.

Section 10. Discipline or Discharge.

10.1 It is agreed that the Fire Chief may be disciplined or discharged for just cause by the Town Manager or his/her designee, upon proper notice and only after a hearing at which the Fire Chief shall have the right to be represented by counsel.

10 .2 The Fire Chief may appeal any disciple or discharge to the District Court wherein the Fire Chief resides or to any Superior Court having jurisdiction, each of which shall have jurisdiction of any petition for writ of mandamus for the reinstatement of the Fire Chief if he alleges he has been improperly suspended or discharged .

10.3 In the event of suspension or discharge of the Fire Chief, if the District Court for the judicial district wherein the Fire Chief resides, or the Superior Court shall reverse a suspension or discharge and order that the Fire Chief be reinstated to full duty, the Fire Chief shall be entitled to back pay with full benefits.

Section 11. Retirement.

The Fire Chief shall notify the Town in writing no less than one hundred and eighty (180) days prior to the Chiefs retirement date.

Section 12. Modification.

No change or modification of this contract shall be valid unless it shall be in writing and signed by both parties.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals to this instrument the date and year first written.

TOWN MANAGER

FIRE CHIEF

FINANCE DIRECTOR

Laurie Guerrini

TOWN ATTORNEY

MEMORANDUM OF AGREEMENT

Between

Town of Bridgewater

And

John Schlatz

WHEREAS, the Town of Bridgewater (hereinafter referred to as the "Town") and John Schlatz are parties to an employment agreement dated March 27th, 2024.

WHEREFORE, the Parties desire to continue the above-referenced contractual agreement subject to the following modification:

1. Effective October 14th, the agreed-upon compensation for FY26 shall be 2%.

All other provisions of the Parties' Agreement dated March 27th, 2024, shall remain in full force and effect.

The undersigned execute this Memorandum of Agreement this 6th day of October, 2025.

Town of Bridgewater,

Justin Casanova-Davis, Town Manager

Employee,

John Schlatz, Fire Chief

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	10/6/2026
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	11/6/2026

Order O-FY27-020: Transfer Order for Prior Year Bills

ORDERED, that the Town Council Assembled vote to Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer $14,087.00 from the FY2027 budget from expense accounts noted below:

FUND	SOURCES OF FUNDING		Amount
0100	GENERAL FUND TOWN BUILDING	01925195-529002	$ 9,300.00
0100	GENERAL FUND POLICE	02105013-530200	$ 56.00
0100	GENERAL FUND STR LIGHTS	04245013-530000	$ 477.00
0100	GENERAL FUND TOWN BUILDING	01925195-524000	$ 3,155.00
6100	SWR OPERATING FUND	61005431-543006	$ 1,099.00
Total			**$ 14,087.00**
PROJECT#	**USES OF FUNDING**		**Amount**
0100	GENERAL FUND TOWN BUILDING	01925195-529002	$ 9,300.00
0100	GENERAL FUND POLICE	02105013-530200	$ 56.00
0100	GENERAL FUND STR LIGHTS	04245013-530000	$ 477.00
0100	GENERAL FUND TOWN BUILDING	01925195-524000	$ 3,155.00
6100	SWR OPERATING FUND	61005431-543006	$ 1,099.00
Total			**$ 14,087.00**

Explanation:
Prior Year bills not processed within Fiscal Year 2026 - an appropriation from the current budget from identified account number above, that can absorb this cost.

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend with the amendment to change $14,117 to $14,087 and changing "SWR Operating Fund" to "General Fund Town Building'.
• Budget & Finance	• 9/29/26: voted 3-0 to recommend with the amendments of changing "14,117 to $14,087" and changing "524000 to read General Fund".

Attachments: 1. PRIOR YEAR BILLS - ATTACHMENT

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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 9-0-0.

A TRUE COPY ATTEST:

_____

Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

INVOICE

 # INV-6507

Balance Due
$9,300.00

FY26

Griffin Maintenance Services, Inc.
Facilities Maintenance & Electrical Services
25 Fairway Drive
Bridgewater 02324
(508)697-9400

GriffinMaintenanceServices.com

Bill To
Town of Bridgewater
66 Central Square
Bridgewater
02324 Massachusetts
U.S.A

Invoice Date : 06/30/2026
Terms : Net 30
Due Date : 07/30/2026

#	Item & Description	Qty	Rate	Amount
1	Monthly Cleaning Services Location: Academy Building Service Date: June 2026 Monthly cleaning services per contract	1.00	1,225.00	1,225.00
2	Monthly Cleaning Services Location: Police Dept Service Date: June 2026 Monthly cleaning services per contract	1.00	1,850.00	1,850.00
3	Monthly Cleaning Services Location: Senior Center Service Date: June 2026 Monthly cleaning services per contract	1.00	1,225.00	1,225.00

#	Item & Description	Qty	Rate	Amount
4	**Monthly Cleaning Services** Location: Highway Dept Service Date: June 2026 Monthly cleaning services per contract	1.00	950.00	950.00
5	**Monthly Cleaning Services** Location: Memorial Building Service Date: June 2026 Monthly cleaning services per contract	1.00	950.00	950.00
6	**Monthly Cleaning Services** Location: Library Service Date: June 2026 Monthly cleaning services per contract	1.00	1,850.00	1,850.00
7	**Monthly Cleaning Services** Location: Fire Dept Service Date: June 2026 Monthly cleaning services per contract	1.00	1,250.00	1,250.00

Sub Total	9,300.00
Total	**$9,300.00**
Balance Due	**$9,300.00**

Notes

Thank you for your business.

Payment Options PayPal

Terms & Conditions

A 3% fee will be added for any credit card payments.
A 3% LATE FEE will be automatically charged monthly to any invoice 30 Days Past Due.

Goods & Services Received
Approved for Payment

Vendor #	
Fund - ORG	01925195
Bud - OBJ	529002
Amount $	$9300
Prepared By	CH

#10489

0210 5012 530200

Rapport International

RAPPORT INTERNATIONAL, LLC
800 W Cummings Park, STE 2000
Woburn, MA 01801
9784432540
accounting@rapportintl.com
www.RapportIntl.com

Invoice T2026447

BILL TO	SHIP TO
Ann Marie Gill	Ann Marie Gill
Bridgewater Police Department	Bridgewater Police Department
220 Pleasant St	220 Pleasant St
Bridgewater, MA 02324	Bridgewater, MA 02324

DATE	PLEASE PAY	DUE DATE
07/09/2026	**$55.80**	07/24/2026

DESCRIPTION	ITEMS	QUANTITY	RATE	AMOUNT
June 2026 phone int; 31 min @ $1.80/min	**Phone Interpreting**	31	1.80	55.80

Questions?
E-mail accounting@rapportintl.com.

TOTAL DUE $55.80

THANK YOU.

PREFERRED METHOD - ACH
Account Number: contact for number or pay through link on email
OTHER OPTIONS
PayPal: Wendypease@rapportintl.com
Remittance Address:
Rapport International
c/o Analytix Solutions
800 W Cummings Park, Suite 2000
Woburn, MA 01801
Undisputed bills are final after 15 days

Goods & Services Received and Approved for Payment
7/13/26

Ways to pay

View and pay

pay Bill not Encumbered

Undisputed bills are final after 15 days.

Billing Period June 2026
Client: Bridgewater Police Department

Total Billing Details: 1
Total Billing Minutes: 31
Total Billing Amount: $55.80

Customer Code	Customer Name	Date	Ord No.	Type	Language	Custom1	Custom2	Custom3	Start	Total (Minutes)	Cost/Minute	Amount Due
RI2324	Bridgewater Police Department	######	260603HC000431	Phone	Haitian Creole	Alyssa March	Bridgewater Police Department	Ducarmel Alexis	10:41:00 AM (PST)	31	$1.80	$55.80

Pine Ridge Technologies Inc.
217R Main Street
North Reading, MA 01864
Phone: (781) 246-5555
Fax: (781) 246-5554

Invoice

Invoice Number
20561-0702
Invoice Date
8/11/2026

BRIDGEWTR

Bill To: Town of Bridgewater
66 Central Square

Bridgewater, MA 02324

Re: Bridgewater-Street Light Maint

Our Job No	Customer Job No	Customer PO	Payment Terms	Due Date
20561			Net 7 Days	8/18/2026

Description	Price
Charges are for work performed 6/29 and 7/2 as outlined on attached	752.39

042 4503
5 3022
7709
$752.39
Paul D.
8-17-26

Goods & Services Received and Approved for Payment	
Vendor #	7709
Fund - ORG	~~0[illegible]~~
Bud - OBJ	~~[illegible]~~
Amount	$ 752.39
Prepared By	[illegible]

OK to Pay LG
8/19/26

PY Bill

Subtotal	$	752.39
Retainage (if applicable)	$	0.00
Total Due	**$**	**752.39**

Thank you for your business!

~~Intersection parking lot lighting repair review~~

BILL TO : Bridgewater

7/2/2026

20561

EMAIL TO: lbrogan@bridgewaterma.org
pdecosta@bridgewaterma.org

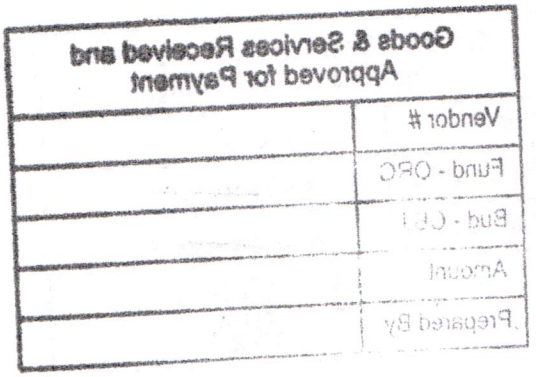
BRIDGEWTR

DESCRIPTION		UNIT	UNIT PRICE	TOTAL PRICE
Labor Rate	2	HR	$ 113.00	$ 226.00
Pole Transfer		EA	$ 206.00	$ -
6FT Arm	1	EA	$ 135.00	$ 135.00
Street Lags	2	EA	$ 8.50	$ 17.00
Splice Kit	3	EA	$ 18.50	$ 55.50
#10-2 twisted pair	15	FT	$ 1.07	$ 16.05
Fully Dress Fuse Kit		EA	$ 187.50	$ -
Photocell	1	EA	$ 27.00	$ 27.00
			TOTAL	**$ 476.55**

$ 476.55

Location:	1258 Plymouth St Pole 111
Problem:	Light Replacement
Date:	6/29/2026
Description of Work:	

Replace Light with missing arm and LED. Town provided LED



DESCRIPTION		UNIT	UNIT PRICE	TOTAL PRICE
Labor Rate	2	HR	$ 113.00	$ 226.00
Pole Transfer		EA	$ 206.00	$ -
Splice Kit	2	EA	$ 18.50	$ 37.00
#10-2 twisted pair	12	FT	$ 1.07	$ 12.84
			TOTAL	**$ 275.84**

$ 275.84

Location:	8 Whispering Woop Pole 1
Problem:	Light Cycling
Date:	7/2/2026
Description of Work:	

Report of light Strobing. Corrected wiring and confirmed working

$ 752.39

Bettencourt Machine Co

31 South Main Street
West Bridgewater MA 02379
5085871701

TOWN OF BRIDGEWATER SEWR DEPT

25 SOUTH ST
BRIDGEWATER, MA 02324

H W C 774-539-5159 Email JDEVIVEIROS@BRIDEGWATERMA.ORG

Buyer's Order

Date 06/18/2026
Deal No. 74203060
Salesperson P-Sean B
Lienholder NO LIEN HOLDER

I hereby agree to purchase the following unit(s) from you under the terms and conditions specified. Delivery is to be made as soon as possible. It is agreed, however, that neither you nor the manufacturer will be liable for failure to make delivery.

New/U	Year	Make	Model	Serial No.	Stock No.	Price (Incl factory options)
New	2026	HONDA	EU2200TAN4	EAMT-3246260	P3246260	$1,099.00

Parts and Labor: Price Qty Ext Price

Labor:

Dealer Unit Price	$1,099.00
Parts & Accessories	$0.00
Labor	$0.00
Freight	$0.00
Dealer Prep	$0.00

PY Bill Not encumb

Notes:

PO # 46260

Trade Information

Cash Price	$1,099.00
Trade Allowance	$0.00
Payoff	$0.00
Net Trade	$0.00
Net Sale (Cash Price - Net Trade)	$1,099.00
Sales Tax	$0.00
Title/License/Registration Fees	$0.00
Document or Administration Fees	$0.00
Sub Total(Net Sale + Other Charges)	$1,099.00
Cash Down Payment	$0.00
Amount to Pay/Finance	$1,099.00

Received

Monthly Payment of $0.00 For 0 Months at 0.00% Interest

Buyer's Default:
There is no automatic right under Massachusetts General Law to return a motor vehicle after completion of the sales contract. It is your responsibility to carefully consider your purchase before committing. ALL VEHICLE SALES (STREET OR OFF-ROAD) ARE FINAL. In the event the BUYER shall fail to fulfill the Buyers Agreement herein, all deposits made hereunder by the BUYER shall be retained by the SELLER as liquidated damages, whereupon the within Agreement shall be null, void, and of no effect, with no part to have further recourse against another.

NO RETURNS ON STORM RELATED ITEMS.

Customer Signature _____ Dealer Signature _____

Thank You for Your Business!



Department of Public Works *508-697-0910* *25 South Street*
Water Supply & Water Pollution Control *Bridgewater, MA02324*

August 19, 2026

Dear Town Council Members,

A generator was purchased to be incorporated into the sewer division emergency response trailer for the collection system and preventative work that will arise. This will allow for field work to take place at the job site, pump station, or town area with power in the trailer for tools, lighting, camera activities of lines etc. This will save time and allow for a more organized and faster response from the department as all needed tools, power and equipment can be deployed at once around town. The sewer division received a receipt of purchase upon pickup of the generator but due to a billing error from Bettencourt, the department never received an invoice or notification of missing payment until 8/17/26. The outstanding amount due is $1,099.00. Please see attached invoice.

If you have any questions or concerns, please feel free to contact me at 508-697-0910.

Sincerely,

Craig McAlister

DPW – Sewer Superintendent

DIAMOND MECHANICAL, INC.

HVAC/R SYSTEM SOLUTIONS

723 Washington St
Weymouth, MA 02188

339-469-1478

INVOICE

BILL TO: TOWN OF BRIDGEWATER
66 CENTRAL SQUARE
BRIDGEWATER MA 02324

INVOICE# 13743

WORK DONE AT: TOWN OF BRIDGEWATER
TOWN HALL
BRIDGEWATER, MA 02324

CUST# 17780

WO# 00035090 SERV.LOC. 17780 -03 PHONE 774 380 0021

JOB NO.	TERMS	INVOICE NUMBER	DATE
035090-000	NET 30	13743	6/26/26

QUANTITY	DESCRIPTION	UNIT PRICE	AMOUNT

ERV GIVING HIGH AIR FLOW ALARM

FR 4/15/26. PAULP

-INSPECTED ERV THAT WAS SHOWING THE HIGH FLOW ALARM.

-CHECKED THE EXHAUST SECTION AND FOUND THAT THE BELT WAS OFF OF THE BLOWER ASSEMBLY

-THE BLOWER ASSEMBLY BEARINGS ARE BAD.

-SENT EMAIL WITH ALL THE INFORMATION TO THE VENDOR. ALSO CALLED THEM AND LEFT A VOICE MAIL

FR 4/15/26. PAULP

-INSPECTED VRV SYSTEM 2

-I WAS INFORMED BY FACILITIES THAT THERE HAD BEEN AN F4 ALARM WHICH WAS CLEARED

-THE REFRIGERANT IS COMING BACK TO THE COMPRESSOR TOO COLD CAUSING THE SYSTEM TO SHUT ITSELF DOWN.

-CONNECTED TO THE SYSTEM AND CHECKED TEMPERATURES AND EXPANSION VALVE STATUS

-ADJUSTED REFRIGERANT CHARGE.

INVOICE

DIAMOND MECHANICAL, INC.
HVAC/R SYSTEM SOLUTIONS
723 Washington St
Weymouth, MA 02188
339-469-1478

BILL TO: TOWN OF BRIDGEWATER
66 CENTRAL SQUARE
BRIDGEWATER MA 02324

INVOICE# 13743

WORK DONE AT: TOWN OF BRIDGEWATER
TOWN HALL
BRIDGEWATER, MA 02324

CUST# 17780

WO# 00035090 SERV.LOC. 17780 -03 PHONE 774 380 0021

JOB NO.	TERMS	INVOICE NUMBER	DATE
035090-000	NET 30	13743	6/26/26

QUANTITY	DESCRIPTION		UNIT PRICE		AMOUNT
	-THIS WILL REQUIRE FURTHER INVESTIGATION ON NEW WORK ORDER.				
4.00	PAUL PENDOLEY	5/15/26	180.00	RT	720.00
4.00	PAUL PENDOLEY	5/15/26	180.00	RT	720.00
2	TRUCK CHARGE		100.00		200.00
	INVOICE TOTAL				1,640.00

ADD 1.5% FOR ALL PMTS MADE
THROUGH ON LINE PMT PLATFORMS
ADD 3.6% FOR CREDIT CARD PMTS

DIAMOND MECHANICAL, INC.

HVAC/R SYSTEM SOLUTIONS

723 Washington St
Weymouth, MA 02188

339-469-1478

INVOICE

BILL TO: TOWN OF BRIDGEWATER
66 CENTRAL SQUARE
BRIDGEWATER MA 02324

INVOICE# 13640

WORK DONE AT: TOWN OF BRIDGEWATER
SENIOR CENTER
10 WALLY KRUEGER WAY

CUST# 17780

WO# 00035297 SERV.LOC. 17780 -02 PHONE 774 380 0021

JOB NO.	TERMS	INVOICE NUMBER	DATE
C35297-000	NET 30	13640	6/17/26

QUANTITY	DESCRIPTION	UNIT PRICE	AMOUNT
	ISSUES WITH FCU-3 RECEIVED CALL FROM BRAD REGARDING FCU-3 AT THE SENIOR CENTER. FCU-3 WAS NOT TURNING ON THE FAN OR MECHANICAL COOLING WITHOUT OVERRIDING THE POINT. LOGGED IN TO TROUBLESHOOT THE PROBLEM. FOUND THAT THE CONTROL PROGRAM WAS NOT RUNNING INSIDE THE CONTROLLER. RESYNCRONIZED CONTROL PROGRAM WITH FIELD CONTROLLER. DOWNLOADED PROGRAM AND VERIFIED CORRECT OPERATION. NO FURTHER ISSUES AT THIS TIME.		
1.00	SERVICE TECHNICIAN	180.00	180.00
	INVOICE TOTAL		180.00

ADD 1.5% FOR ALL PMTS MADE
THROUGH ON LINE PMT PLATFORMS
ADD 3.6% FOR CREDIT CARD PMTS

DIAMOND MECHANICAL, INC.
HVAC/R SYSTEM SOLUTIONS
723 Washington St
Weymouth, MA 02188
339-469-1478

INVOICE

BILL TO: TOWN OF BRIDGEWATER
66 CENTRAL SQUARE
BRIDGEWATER MA 02324

INVOICE# 13396

WORK DONE AT: TOWN OF BRIDGEWATER
SENIOR CENTER
10 WALLY KRUEGER WAY

CUST# 17780

WO# 00035097 SERV.LOC. 17780 –02 PHONE 774 380 0021

JOB NO.	TERMS	INVOICE NUMBER	DATE
C35097–000	NET 30	13396	5/15/26

QUANTITY	DESCRIPTION		UNIT PRICE	AMOUNT
	HEATING SYSTEM NOT FOLLOWING SETPOINTS RECEIVED CALL FROM CHRIS THAT HE HAD NO REAL CONTROL OVER THE HEAT AT THE SENIOR CENTER. IT WAS REALLY COLD IN THE BUILDING SO HE OVERRODE THE HEAT ON TO PROVIDE TEMP TO THE SPACES. LOGGED IN REMOTELY AND LOOKED AT LIVE PROGRAM DATA FOR FCU–1,2,3. THROUGH DIAGNOSTICS FOUND THE HEATING LOCKOUT SETPOINT WAS SET TO 55DEGF. THIS WAS PREVENTING THE HEAT FROM TURNING ON. SET THIS TO 75 DEGREES AND OBSERVED OPERATION. CONTROL IS NOW RESTORED TO FCU–1,2,3.			
1.00	SERVICE TECHNICIAN	5/15/26	180.00	180.00
	INVOICE TOTAL			180.00

ADD 1.5% FOR ALL PMTS MADE
THROUGH ON LINE PMT PLATFORMS
ADD 3.6% FOR CREDIT CARD PMTS

DIAMOND
MECHANICAL, INC.
HVAC/R SYSTEM SOLUTIONS
723 Washington St
Weymouth, MA 02188
339-469-1478

INVOICE

BILL TO: BRIDGEWATER POLICE DEPT.
220 PLEASANT ST.
BRIDGEWATER MA 02324

INVOICE# 13239

WORK DONE AT: BRIDGEWATER POLICE DEPT.
220 PLEASANT ST.
BRIDGEWATER, MA 02324

CUST# 17768

WO# 00034827 SERV.LOC. 17768 –00 PHONE 508 659 1507

JOB NO.	TERMS	INVOICE NUMBER	DATE
C34827–000	NET 30	13239	4/23/26

QUANTITY	DESCRIPTION		UNIT PRICE		AMOUNT
	PUMP A ALARM 4/6(JM) CHECKED INTO PUMP B RUNNING AND PUMP A IN ALARM, NOT ROTATING. FOUND OUTSIDE AIR TEMP READING INACCURATE, READING 83 DEGREES WHEN ITS 41 OUT. CHANGED PROCESS VARIABLE TO BE NETWORK INPUT AS OPPOSED TO HARD WIRED SENSOR. SYSTEM PROPERLY ENABLED. RESET PUMP ALARM, A CONTACTOR PULLED IN. PUMP DID NOT START. AUTOMATICALLY SWAPPED BACK TO B. VERIFIED POWER PRESENT, CHECKED FOR AMPERAGE, DOES NOT APPEAR TO BE RUNNING VIA SOUND OR AMPERAGE. CANNOT SUCCESSFULLY TEST LOGIC WITHOUT FUNCTIONAL PUMP. NOTIFIED LT HILE. HE IS TO HAVE PUMP ADDRESSED THEN WE CAN FOLLOW UP ON ROTATE LOGIC. ALSO SUGGESTED ADDING LED LIGHTS FOR EACH PUMP ON PANEL WHEN PUMPS GO INTO ALARM.				
2.00	JARROD MARTIN	4/06/26	147.50	RT	295.00
1	TRUCK CHARGE		100.00		100.00

INVOICE TOTAL 395.00

ADD 1.5% FOR ALL PMTS MADE
THROUGH ON LINE PMT PLATFORMS
ADD 3.6% FOR CREDIT CARD PMTS

DIAMOND MECHANICAL, INC.
HVAC/R SYSTEM SOLUTIONS
723 Washington St
Weymouth, MA 02188
339-469-1478

INVOICE

BILL TO: BRIDGEWATER POLICE DEPT.
220 PLEASANT ST.
BRIDGEWATER MA 02324

INVOICE# 12530

WORK DONE AT: BRIDGEWATER POLICE DEPT.
220 PLEASANT ST.
BRIDGEWATER, MA 02324

CUST# 17768

WO# 00033753 SERV.LOC. 17768 -00 PHONE 508 659 1507

JOB NO.	TERMS	INVOICE NUMBER	DATE
033753-000	NET 30	12530	12/02/25

QUANTITY	DESCRIPTION		UNIT PRICE		AMOUNT
	BOILER PM				
	10/14/25				
	-INSPECTED BOILER.				
	-PERFORMED COMBUSTION TEST				
	-CHECKED PILOT AND MAIN FLAME GAS PRESSURE				
	-REMOVED BOILER FRONT AND CHECKED FLUE PASSAGES. THEY WERE CLEAN.				
	-GREASED BOTH CIRCULATOR PUMP MOTORS				
4.00	PAUL PENDOLEY	10/14/25	165.00	RT	660.00
1	TRUCK CHARGE		100.00	E	100.00
	INVOICE TOTAL				760.00

3.6% FEE ADDED FOR ALL
CREDIT CARD PAYMENTS

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	11/6/2026

Order O-FY27-021: Budget Supplemental Appropriation (Town Staff)

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

FUND		SOURCES OF FUNDING		Amount
8004		EMPLOYEE LIABILITY FUND	80045-596100	$ 242,219.28
Total				**$ 242,219.28**
DEPT	**CBA**		**USES OF FUNDING**	**Amount**
TOWN COUNCIL	NON UNION	01115001-510000	FULL TIME WAGES	4,146.62
TOWN MANAGER	NON UNION	01235001-510000	FULL TIME WAGES	8,678.17
ACCOUNTANT	NON UNION	01355001-510000	FULL TIME WAGES	18,621.36
ASSESSORS	USW	01415001-510000	FULL TIME WAGES	21,427.84
TREASR/COLLECT	USW	01455001-510000	FULL TIME WAGES	20,763.99
HR	NON UNION	01525001-510000	FULL TIME WAGES	11,124.49
IT	USW	01555001-510000	FULL TIME WAGES	5,075.91
TOWN CLERK	USW	01615001-510000	FULL TIME WAGES	20,665.12
TOWN BLDG	NON UNION	01925001-510000	FULL TIME WAGES	4,644.82
POLICE	NON UNION	02105001-510000	FULL TIME WAGES	12,877.42
FIRE	NON UNION	02205001-510000	FULL TIME WAGES	12,193.62
ISD	USW	02405001-510000	FULL TIME WAGES	26,016.96
DPW/ENGINEERING	USW	04105001-510000	FULL TIME WAGES	17,524.38
DPW/HIGHWAY	USW/NON UNION	04205001-510000	FULL TIME WAGES	5,255.19
HEALTH	USW	05105001-510000	FULL TIME WAGES	10,008.49
COA	USW	05415001-510000	FULL TIME WAGES	23,199.77
VETERAN'S	USW	05435001-510000	FULL TIME WAGES	4,577.10
RECREATION	USW	06305001-510000	FULL TIME WAGES	15,418.03
Total				**$ 242,219.28**

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Explanation:
Appropriates funding to increase the hours of staff, who were affected by the FY27 budget reductions for the remainder of the fiscal year (see memo).

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend
• Budget & Finance	• 9/29/26: voted 3-0 to recommend

Attachments:
1. FY27 Budget Supplemental Appropriation
2. FY2027 GF Restoration of Hours Estimates 09.01.26

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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 8-1

A TRUE COPY ATTEST:

_____
Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING



Town Manager's Office

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

August 31, 2026

To: Town Council
From: Justin Casanova-Davis, Town Manager
RE: FY27 Budget Supplemental Appropriation

I am recommending that the Town Council approve a supplemental appropriation to partially restore employee hours that were reduced as part of the Fiscal Year 2027 (FY27) budget. The proposed appropriation would allow the Town to increase the hours of a majority of affected employees whose weekly hours were reduced from 40 to 35 as part of the FY27 budget process, to 38 hours for the remainder of the FY, beginning October 15th, and help restore the staffing capacity necessary to maintain reliable municipal services.

As part of the FY27 budget process, employee hours were reduced to meet the adopted budget's financial constraints. While those reductions contributed to the Town's overall budget objectives, they have also reduced staffing capacity in affected departments, created challenges in maintaining service levels, operational coverage, workload distribution, and affected our recruitment and retention of employees. All of these issues were discussed as we considered the FY27 budget, and we identified that we may need to address these challenges throughout the fiscal year.

Since the passage of the FY27 budget, as part of the fiscal year-end close, the Finance Director transmitted a report to the Council outlining the Town's preliminary year-end financial position. As reflected in that report, approximately $3.1 million in revenue was received above the amount budgeted for FY26, and departmental savings yielded additional positive results for our year-end financial position. This result is consistent with the goals established in the FY26 budget resolution adopted by the Council and reflects both favorable revenue performance and prudent expenditure management during the fiscal year. In addition, the Town received $65,945 more in unrestricted government aid than the amount assumed in the FY27 budget, along with $249,038 in extraordinary emergency services funding that my office applied for to help mitigate the loss of prison mitigation funding in the FY26 budget.

Thus, this revenue will cover the costs of this supplemental appropriation, and, importantly, we have also made a long-term structural change to our budget that will yield savings for the Town while also positioning us to meet community needs and address staffing challenges within the organization. Restoring these hours would address existing workload pressures without relying disproportionately on overtime, temporary staffing, deferred work, or service reductions.

The requested supplemental appropriation is estimated at $242,219.28. Funding would be provided from the Employee Liability Fund, and as part of our General Fund Free Cash



Town Manager's Office

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

allocation order, those funds will be replaced in the fall. The appropriation would be limited to restoring the hours as identified in the attached schedule.

The requested appropriation is not intended to reverse the Town's broader commitment to responsible fiscal management. Rather, it recognizes that the staffing reductions incorporated into the FY27 budget have produced operational impacts that were acknowledged would be addressed on actual experience during the fiscal year.

Finally, it is important to emphasize to the Council and the public that these budget adjustments do not resolve the Town's underlying revenue challenges. They are short-term measures made possible by favorable prior-year results and other one-time resources, intended to address immediate operational needs during FY27. They should not be interpreted as an ongoing source of funding or as a solution to the structural imbalance between the Town's recurring revenues and growing operating costs. Personnel, contractual obligations, services, and other municipal expenses will continue to increase. Without additional recurring revenue or corresponding reductions in expenditures and services, the Town will again face difficult budget decisions as we develop the next fiscal year's budget.

CC: Laurie Guerrini, Finance Director

Dept Heads and Town Staff GF (excluding Town Clerk, Library Director)

***to be addressed on separate order*

Loc	DEPT NAME	Emp #	POSITION2	ADD WKLY HRS	Sum of WEEKLY COST	Est for 10/1-6/30/27
111	TOWN COUNCI	579	TWN COUNCIL CLERK	3.00	106.32	4,146.62
123	TOWN MGR	296	EXEC ASST	3.00	106.32	4,146.62
123	TOWN MGR	729	EXEC ASST	3.00	116.19	4,531.55
135	ACCTG	324	ASST ACCT	3.00	158.48	6,180.80
135	ACCTG	523	FIN COMPTR	3.00	177.50	6,922.60
135	ACCTG	654	PAYROLL/BEN	3.00	141.49	5,517.97
141	ASSESSOR	108	CHIEF ASSESSOR	3.00	200.58	7,822.52
141	ASSESSOR	141	ASST ASSESSOR	8.00	348.85	13,605.31
145	TREASR	367	TREAS/COLLECT	3.00	177.50	6,922.60
145	TREASR	421	ASST T/C	3.00	152.44	5,945.34
145	TREASR	611	FIN TREASURY	3.00	103.73	4,045.50
145	TREASR	675	FIN COLLECTOR	3.00	98.73	3,850.55
152	HR	631	HR DIRECTOR	3.00	169.05	6,592.94
152	HR	712	HR GENERALIST	3.00	116.19	4,531.55
155	IT	690	IT COMP ASST	3.00	130.15	5,075.91
161	TOWN CLERK	72	ASST TWN CLRK	8.00	350.30	13,661.71
161	TOWN CLERK	143	ADMIN ASST	5.00	179.57	7,003.41
210	POLICE	443	EXEC ASST	3.00	127.57	4,975.36
210	POLICE	596	ADMIN ASST	3.00	95.75	3,734.41
210	POLICE	597	OFFICE ADM	3.00	106.86	4,167.65
220	FIRE	458	EXEC ASST	3.00	130.10	5,073.88
220	FIRE	676	ADMIN ASST	5.00	182.56	7,119.74
240	ISD	122	OFFICE ADM	3.00	117.38	4,577.87
240	ISD	200	INSPECTOR WIRING	3.00	126.31	4,926.10
240	ISD	333	BLDG COMMISS	5.00	295.84	11,537.63
240	ISD	381	INSPECTOR PLUMBING	3.00	127.57	4,975.36
410	DPW	513	FACILITY COORD	3.00	119.10	4,644.82
410	DPW	578	TWN ENGINEER	5.00	307.86	12,006.42
410	DPW	613	JR. ENGINEER	3.00	141.49	5,517.97
450	DPW	373	DPW ADMN SUPRV	3.00	134.75	5,255.19
510	HEALTH	167	HEALTH AGENT	3.00	146.54	5,714.90
510	HEALTH	719	ADMIN ASST	5.00	110.09	4,293.59
541	COA	56	OUTREACH WRK	5.00	188.90	7,367.18
541	COA	717	COA DIRECTOR	5.00	245.42	9,571.49
541	COA	725	EXEC ASST	5.00	160.54	6,261.11
543	VET	663	VETERAN'S AGENT	3.00	117.36	4,577.10
630	RECREATION	81	REC DIRECTOR	5.00	274.70	10,713.40
630	RECREATION	638	GROUNDS	5.00	120.63	4,704.63
Grand Total				**144.00**	**6,210.75**	**242,219.28**

Added Hours
Town Department Staff - GF only

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	11/6/2026

Order O-FY27-022: FY27 Budget Supplemental Appropriation (Town Clerk)

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

SOURCES OF FUNDING			Amount
Employee Liability Fund	80045-596100	Salaries Wages Benefits	$ 5,299.00
Total:			$ 5,299.00
USES OF FUNDING			**Amount**
Town Clerk Salary	01615001	Salaries Wages Benefits	$ 5,299.00
Total			**$ 5,299.00**

Explanation:
Appropriates funding to increase the Town Clerk's hours to 38 on a weekly basis for the remainder of the fiscal year.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

• Budget & Finance	• 9/29/26: voted 3-0 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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 8-1.

A TRUE COPY ATTEST:

_____

Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	11/6/2026

Order O-FY27-023: FY27 Budget Supplemental Appropriation (Library)

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

SOURCES OF FUNDING			Amount
Stabilization Fund	80045-596100	Stabilization Trust Fund	$ 96,650.00
Total:			$ 96,650.00
USES OF FUNDING			**Amount**
Library Salaries	06105001	Salaries Wages Benefits	$ 10,650.00
Library Expenses	06105012	Operational expenses	$ 17,000.00
Library Expenses	06105195	Building Maintenance	$ 39,000.00
Library Expenses	06105012	Operational expenses - Books	$ 30,000.00
Total			**$ 96,650.00**

Explanation:
To restore the FY2027 Library Budget to $774,127 required minimum budget for certification by the MBLC

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)

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• Finance Committee	• 9/15/26: voted 5-0 to recommend with the amendment to change the funding source from stabilization trust to other one time stabilization fund.
• Budget & Finance	• 9/29/26: voted 2-1 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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 7-2.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQURIES A MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Town Manager
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	11/6/2026

Order O-FY27-024: Budget Supplemental Appropriation (Legal)

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

SOURCES OF FUNDING			Amount
Other One Time Unforeseen	80135-596100	Other One Time Stabilization	$ 30,000.00
Total:			**$ 30,000.00**
USES OF FUNDING			**Amount**
Law Department	01515030-530200	LEGAL FEES/SERVICES	$ 30,000.00
Total			**$ 30,000.00**

Explanation:
Allocates additional funding to address increased legal costs associated with public records and other legal expenses.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Finance Committee	• 9/15/26: voted 5-0 to recommend

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• Budget & Finace	• 9/29/26: voted 3-0 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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 8-1.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Bridgewater Town Council

Introduced By:	Paul Murphy, Councilor
Date Introduced:	9/8/2026
First Reading:	9/8/2026
Second Reading:	10/6/2026
Amendments Adopted:	
Third Reading:	
Date Adopted:	10/6/2026
Date Effective:	11/6/2026

Order O-FY27-025: Order Establishing an Override Exploration Committee

WHEREAS, the Town of Bridgewater is currently facing significant financial pressures related to municipal operations, capital infrastructure, public services, and educational funding obligations; and

WHEREAS, the Town Council recognizes the importance of long-term financial planning, transparency, and public engagement when considering future fiscal options available to the Town; and

WHEREAS, Massachusetts General Law provides municipalities with the ability to seek voter approval for operational or debt exclusion overrides pursuant to Proposition 2½; and

WHEREAS, the Town Council believes it is in the best interest of the residents of Bridgewater to conduct a thorough and transparent review of the Town's financial outlook and determine whether an override may be necessary to sustain municipal and educational services in Fiscal Year 2027 and beyond; and

WHEREAS, the Town Council further believes that meaningful citizen participation and collaboration between municipal boards and committees is essential to evaluating potential override options and informing the public;

NOW, THEREFORE, BE IT ORDERED BY THE TOWN COUNCIL OF THE TOWN OF BRIDGEWATER AS FOLLOWS:

Section 1. Establishment
There is hereby established an ad hoc committee to be known as the **Bridgewater Override Exploration Committee** ("Committee").

Section 2. Composition and Appointment Process
The Committee shall consist of seven (7) members appointed as follows:

- Two (2) current members of the Bridgewater Town Council, nominated by the Town Council;

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- Two (2) current members of the Bridgewater Finance Committee, nominated by the Finance Committee; and
- Two (2) residents of the Town of Bridgewater appointed by vote of the full Town Council.
- One (1) member of the Bridgewater-Raynham Regional School Committee, a Bridgewater resident, nominated by the Bridgewater-Raynham Regional School Committee.

Citizens interested in serving on the Committee shall submit an application to the Town Council Clerk outlining their interest, background, and any relevant professional, financial, municipal, educational, or community experience that may assist the work of the Committee.

The Town Council shall review all citizen applications in an open and transparent manner and appoint the two citizen members by majority vote of the full Town Council.

To the extent practicable, the Committee membership should reflect a broad range of professional expertise, financial perspectives, and community representation from across the Town of Bridgewater.

Section 3. Charge of the Committee

The Committee shall study, evaluate, and make recommendations regarding the Town's current and projected financial condition, including but not limited to:

1. Whether an override pursuant to Proposition 2½ may be necessary for Fiscal Year 2027 to maintain or enhance municipal and school services;
2. The projected financial needs and challenges facing the Town, including general government operations, capital obligations, infrastructure needs, and requests or anticipated needs from the Bridgewater-Raynham Regional School District and School Committee;
3. The potential impacts of failing to secure additional revenue through an override, including impacts on municipal departments, schools, staffing, programming, and public services;
4. Possible override structures or ballot question options that could be presented to voters, including operational overrides, debt exclusions, phased approaches, or alternative funding mechanisms;
5. Opportunities for public education and community engagement regarding the Town's financial outlook and any potential override proposal.

Section 4. Public Engagement

The Committee is encouraged to conduct public meetings, solicit community feedback, and engage residents, stakeholders, and municipal officials in its review process in accordance with the Massachusetts Open Meeting Law.

Section 5. Reporting
The Committee shall provide periodic updates to the Town Council and shall submit a final written report, including findings and recommendations, to the Town Council no later than September 15, 2026, unless extended by vote of the Town Council.

Section 6. Sunset Provision
The Committee shall dissolve upon submission and acceptance of its final report by the Town Council, unless otherwise extended by vote of the Town Council.

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Explanation:
The purpose of this order is to establish an Override Exploration Committee to evaluate the Town of Bridgewater's current and future financial needs and determine whether a Proposition 2 1/2 override should be considered as a potential option to address those needs. The Committee will review the Town's financial outlook, including the needs of the General Government and the Bridgewater-Raynham School District, consider potential override amounts and impacts on taxpayers, and provide findings and recommendations to the Town Council. The Committee's work is intended to provide a transparent, fact-based process that allows residents and Town officials to better understand the Town's financial challenges and the options available to address them.

Committee Referrals and Dispositions:

Referral(s)
• This measure was not referred to committee. 14 days has elapsed per Section XVII of the Council Rules & Procedures, therefore this measure may be finally considered this evening.

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, October 6, 2026, to approve the aforementioned Order, by a Voice Vote 8-1.

A TRUE COPY ATTEST:

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Debra Ward, Town Council Clerk

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