



Bridgewater Town Council

Introduced By:	Paul Murphy, Councilor
Date Introduced:	6/17/2025
First Reading:	6/17/2025
Second Reading:	9/2/2025
Amendments Adopted:	
Third Reading:	
Date Adopted:	9/2/2025
Date Effective:	10/2/2025

Order O-FY25-074: Town Manager Goals

WHEREAS; the Town Council recognizes that establishing priorities for the Town and the Town Manager is critical to ensuring that resources are directed toward Bridgewater's highest-priority initiatives;

NOW THEREFORE, the Town Council prioritizes the following goals for the Town of Bridgewater and instructs the Town Manager to complete these goals prior to the end of FY26:

TCG-001 Exemplary Town Operations

- Develop and adhere to a balanced budget for FY27, done by 4/7/2026
- Conduct multiple meetings with BR School District/Superintendent in preparing FY27 budget and recommendations of budgetary solutions for funding of BR school district by 1/12/2026
- Conduct a Town wide Resident Satisfaction Survey to baseline opinions on key town services, projects and communications by 12/15/2025
- Deliver a Town Manager Operational Report to the Town Council every 4 weeks

TCG-002 Drinking Water Improvement

- Develop and publicly present, in conjunction with water dept/DPW, an updated multi-phase improvement plan to address water quality, identifying new water sources and expanding system capacity, with estimated timelines and funding sources to accomplish this plan by 4/1/2026, with initial report/review by 10/1/2025.

TCG-003 Roadway Improvement Plan

VOICE VOTE FOR APPROVAL
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

- Complete/update road condition assessment, in conjunction with DPW, and update priority repair list of town roadways and multi-phase improvement plan with potential funding strategies by 1/26/2026.
- Once developed, update town website with posting of priority street repair list and roadway improvement plan, pending availability of funding, for public information. (possibly on home page, DPW FAQ pg)

TCG-004 Community Engagement and Communication

- Improvements to Town website, existing or new design, for easier public access to information, documentation, scheduling and communication to town officials and departments by 6/1/2026.
- Expanding public engagement by hosting at least 4 public forums/listening sessions by 6/30/2026 with updated quarterly reports to TC via operational reports with results of those forums.
- Engage with the public by attending at least one community event per quarter (Autumnfest, Christmas on the Common, etc.) and report results during TM report at council meeting.

TCG-005 Economic Development Strategy

- In conjunction with V2R, and working with the CED department and director, identify our current economic strengths and weaknesses, develop and implement short term and long term funding strategies and a timeline to improve the town's economic development, which include improvements to the Downtown Business District, supporting existing local businesses, and working to expand Bridgewater's commercial tax base, with this plan to be presented to the TC by 4/15/2026.

TCG-006 Operational Efficiency

- Conduct an operational review of Bridgewater's organizational structure to identify and report to the TC by 6/30/2026:
 - Areas of inefficiency and duplication
 - Opportunities for shared services, regional partnerships or outsourcing of non-core functions.
- If funding is available, procure independent consultant and conduct operational efficiency assessment during FY26 and report results to TC by 3/17/2026, to prepare for FY27 budget season.

Explanation:

This Order represents the Town Council's formal communication of its priorities to the Town Manager. It is designed to align the Town Manager's work with the Council's goals and to provide a framework for measuring performance and progress.

Committee Referrals and Dispositions:

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Disposition(s)	
<ul style="list-style-type: none"> • Strategic Planning 	<ul style="list-style-type: none"> • 8/21/25: Voted 3-0 to recommend with amendments

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, September 2, 2025, to approve the aforementioned Order by a Voice Vote vote (9-0).

A TRUE COPY ATTEST:

Debra Ward, Town Council Clerk

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