

**Select Board Meeting
Budget Workshop
February 28, 2026 – 8:00 am
Sanford Hall
155 Village Street**

Present: Todd Alessandri, Chair; Dennis Crowley, Vice-Chair; Maryjane White, Clerk; Frank Rossi, Member; Glenn Trindade, Member.

Staff Present: Michael Boynton, Town Manager; Allison Potter, Assistant Town Manager; Carol Pratt, Finance Director; Domenic Padula, Director of Technology & Innovation; Fire Chief Michael Fasolino; Deputy Fire Chief Paul Molla; Police Chief William Kingsbury; Peter Pelletier, Department of Public Works (DPW) Director; Nolan Lynch, DPW Deputy Director.

Chair Alessandri called the meeting to order at 8:03 AM and led the Pledge of Allegiance.

Public Comments – None

Mr. Boynton stated that in Fiscal Year 2027, the Medway Grid BESS project will be operational. There is noise testing to do, but they must meet an ISO May 1, 2026, deadline. If not met by then, then free cash would be needed to close the gap in the budget.

Review of Proposed Fiscal Year 2027 Operating Budget

Department of Public Works

Peter Pelletier, DPW Director, and Nolan Lynch, Deputy Director

Mr. Pelletier stated the DPW Department is keeping the budget like last fiscal year. The DPW administration budget stayed the same besides contracting and building maintenance funds, Mr. Pelletier adds that are going to be bringing in a lot of specialty licenses for FY27.

Mr. Pelletier said they have been bringing in co-op students from Tri-County to give them the opportunity to see what DPW is about. Mr. Lynch adds they are currently employing a student from Norfolk Aggie from their maintenance program.

DPW Admin

Mr. Lynch said they ended with a reduction in fuel, it was raised 3 years ago not knowing what the price would be. The traffic signals on Route 109 needs fixing, due to weather deterioration over time. There was also an increase in utilities like natural gas and electricity.

The Cemetery budget has increased from last year because they added a full-time position. Ms. White asked if DPW is fully staffed. Mr. Pelletier answered yes.

There is an aging vehicle fleet, not aging badly but so many vehicles with easy fixes take a while.

Parks

Mr. Trindade starts by saying that the parks are always great and the DPW team does a good job maintaining the appearance of each park. Mr. Pelletier adds that the staff are always on top of the of the parks, but their equipment runs out fast due to the level of maintenance and upkeep.

Mr. Rossi said the splash pad is a great addition to Choate Park, but recaps that running the water alone is \$50,000, and that does not include operational charges.

Mr. Crowley asked how many people they plan to hire for summer help. Mr. Pelletier responded that they only have six positions, one of which is for highway division. Mr. Crowley asked how much they typically pay, Mr. Pelletier said they pay around \$20 an hour.

Mr. Crowley asked when the DPW mows the grass for the Parks and Recreation department, does the DPW get reimbursed. Mr. Pelletier said they use a revolving fund from parks.

Mr. Rossi asked if the electricity cost of the Parks in Town go to DPW or Parks and Rec, Mr. Pelletier responded they do pay for the electricity for Choate Park and Oakland Park.

Stormwater

Mr. Pelletier says that the prices went up, and facility projects and improvements increased. Mr. Crowley adds that their entire budget went up by 2.8% and thinks it to be reasonable.

Mr. Boynton mentions that for the new municipal building they must decide if they would rather have a custodian or a service; if they hired a custodian, it would add new personnel and salary.

Mr. Boynton adds that a lot of the other buildings around town need maintenance. The Public Library needs a lot of work to be done. He anticipates a discussion about a long-term plan for 123 Holliston Street. He adds that he does not want to put a substantial amount of money to fix the existing building until after the municipal building is complete. Mr. Alessandri adds that the level of service is high and there has not been a big change in the budget. He adds that if the Briggs property becomes Town-owned land, they will need to add personnel to maintain the area. Mr. Boynton said they anticipate a new hire and a new piece of equipment to maintain the fields on this property.

DPW is \$200,000 over the snow and ice budget. They will be able to cover the deficit with free cash. Mr. Boynton adds that the challenge of putting too much money into the budget is there is no way of knowing how bad winter will be. He plans to not add more for FY27 because it was an abnormally snowy winter and in more mild years, there have been no deficits in spending.

Mr. Rossi references Page 33, the Mass Contingency Plan reporting for 120 Main Street went down from \$66,700 to \$35,000. Mr. Boynton explains that when 120 Main Street had their contaminant spill, the site had to report to the MCP. He hopes this is the last year for annual monitoring, which is to turn in the report for the contingency plan reporting site cleanliness and maintain for a whole year.

Mr. Crowley asks if they have done an analysis on the price of plumbing work and electrical work and if it would make sense to hire an in-staff employee. Mr. Pelletier said he will find the numbers from the electrical budget and see if it is worth it to bring someone in instead of hiring

out. After further discussion, including whether there is a need for full-time specialty trades, it was determined it is not worth it.

Enterprise – Solid Waste

Mr. Trindade asks if there is anything on the service level that could be more beneficial. Mr. Pelletier mentions that in FY28, the Town's disposal contract with Wheelabrator will end and disposal rates will change. He said that they currently pay \$82.09 a ton, which is a good position in 2028. He adds they are waiting to see where the landfill investigation will go. Once the snow melts, they will continue test pitting for the landfill.

Mr. Boynton noted that the Recycling Center Coordinator position is currently funded 100% under Parks Department, but he suggested that 50% should be allocated from the Solid Waste funds.

Mr. Rossi asked about Medway trash bags being priced at \$1.50 and inquired about the amount of revenue generated from their sale. Ms. Pratt responded that only the expense is recorded on the expenditure side, and approximately \$300,000 in revenue is generated from bag sales.

Mr. Crowley asked whether the Town is currently conducting an analysis of the solid waste program and whether it appears the program will break even. Mr. Pelletier responded that it will likely take 8–12 months before the Town determines how to adjust solid waste fees.

Mr. Crowley asked about the proposed \$385,000 for solid waste disposal next year, noting that only \$146,000 has been spent this year. He asked whether any unspent funds would be transferred to reserves. Ms. Pratt responded that an invoice from December has not yet been received, and the account is not fully reconciled for the year.

Mr. Alessandri asked how much the Town should estimate for retained earnings. Ms. Pratt responded that the solid waste enterprise fund is currently operating with a structural deficit. She added that the program is expected to break even in FY26, but not in FY27.

Mr. Boynton estimated that the cost to cap the landfill could be approximately \$5 million. He asked whether the full cost of the cap repair should be from the Solid Waste Enterprise Fund or shared between funding sources. Mr. Boynton also mentioned that the post-closure use plan had been discussed previously, but the DEP is not going to be interested in this idea.

Enterprise Water

Mr. Crowley asked if federal regulations require PFAS levels in the Town's water to be reduced to zero. Mr. Pelletier explained that PFAS standards are measured in parts per trillion. He noted that the Town's current average testing results are approximately 4–5 parts per trillion, which is close to meeting the regulatory standard. Mr. Lynch says they are waiting for their PFAS recommendation from the consultant. Once that recommendation comes with a cost then they will go with the best-case scenario to get design to install it and put out to bid. Mr. Crowley asked when PFAS-related funding might first need to be incorporated into the budget. Mr. Pelletier responded that the earliest timeframe would likely be FY28 or early FY29. Mr. Lynch

also provided an update on the design of the Lovering Street water tank, stating that the project is currently in the design phase with a goal of moving forward in the fall. The budget includes approximately \$1.8 million for the tank and associated well improvements.

Enterprise Sewer

Mr. Pelletier explained that the projected increases to O&M costs related to the Charles River discharge are expected soon. He indicated that an estimated increase of \$50,000 would likely be manageable within the current fiscal year. Mr. Trindade suggested investigating the potential for groundwater recharge as an alternative to discharging treated water into the Charles River. Mr. Pelletier stated that the primary challenge with this approach is the availability of adequate space. Mr. Boynton added that the most viable location for such a system would likely be near the wastewater treatment facility.

Capital

Mr. Lynch mentioned that for the design of the turf field, they have allocated \$50,000 in free cash and \$50,000 from the field stabilization funds. Mr. Trindade asked about the change of the current irrigation system at Idylbrook Conservation Area. Mr. Lynch said they are looking to replace the control boxes for the system.

Fire Department

Fire Chief Michael Fasolino & Deputy Fire Chief Paul Molla

Chief Fasolino starts by stating the call volume grew by 10% last year and went up another 10% this year. They are in the process of hiring four new candidates. They are currently working through the process to work up current employees to paramedic or firefighter status. They are working with a per-diem paramedic model, which is needed for covering shifts and to reduce forced overtime. To help with increasing call volume and simultaneous calls, they are getting an ALS engine to follow the ambulance. This vehicle allows for the opportunity to start patient treatment right away.

Chief Fasolino says they are not going to over-expend their budget. Moving forward in FY27, they request more overtime pay and salary to fill four open positions. They are looking to outsource for QA & QI under the professional technical line item. Deputy Chief Molla mentions they currently work with an EMS coordinator but they are getting estimates on working with a consultant to increase ambulance billing revenue. The estimate is around \$20,000. He adds it gets rid of bias and makes the reports easier for the public to understand. They will be overseeing all run reports, and in addition they coordinate with the Medical Control Doctor.

Mr. Alessandri asks about the impact of four per diem hires, Chief Fasolino responded that they are using per diem because they are not at full shift strength. Mr. Alessandri asked about EMS supplies. Chief Fasolino says it correlates with the call volume increase; they have 10% increase across board because of call increase. Deputy Chief Molla adds that the ALS truck comes with

the supplies they need, so they separated the line items for all fire supplies, so it is easier to track throughout the Fiscal Year.

Mr. Crowley asked how many employees the Fire Department will have if they hire four new employees. Deputy Chief Molla responded it will be 28 Firefighters/ Paramedics and 1 admin.

Capital

Chief Fasolino mentions he is getting a new car, and the 2018 Tahoe he is currently driving will be taken out of emergency protocol and will stay with the Fire Department. They want to update the technology equipment for ambulances – it is about 4 /5 years old. Mr. Boynton said that after paying for ambulances last fall, there is \$889,000 in their revenue account. Mr. Crowley asked about bonding for new fire trucks, Chief Fasolino said they will not be available until April 2027. They have a \$960,000 contract for a new truck; however, there is currently a delay related to the EPA's Clean Air Act requirements that fire truck engines meet clean and efficient standards. As a result, Mr. Boynton does not yet have a clear answer on whether the truck must still be ordered with the updated clean and efficient engine. Mr. Boynton adds that the Fire Department in Medway is outstanding, but they need more personnel. He mentions that surrounding towns are having the same issue, and everyone is picking from the same group of applicants.

Police Department

Chief William Kingsbury presented the department's FY27 budget.

Chief Kingsbury reported that the department is pursuing Police Station accreditation. An audit identified several required upgrades, including improvements to the evidence room, fire alarms, and technology. He noted these are priorities but stated major repairs will not move forward if the new municipal building project is approved.

He currently has 5 officers out of work due to illness or injuries, and the overtime budget is not as high as needed due to the loss of personnel. They are trying to keep it balanced until end of year. In Fiscal Year '26, there were two retirements, one of which was unexpected, and one officer is currently in the academy

Chief Kingsbury mentions that last year, civil service made a lot of changes. There is a new list called the Regional List made for larger towns, but for the smaller towns like Medway it's practically useless. They use their own list or the Local Register Hire. They are required to hire 50% of their officers off the civil service list and 50% off the regular list but cannot exceed 50%. There were two hires in the last year, one on the civil service list and the other was on the local list. He says they were fortunate with hiring and currently have 27 full-time employees.

Mr. Alessandri asked what the average time frame is for long-term injuries. Chief Kingsbury responded that it depends on the injuries, a lot of these injuries are new and vary with the amount of time suggested to heal. For example, one officer is out with a shoulder tear, and once it is repaired it can be months of healing with physical therapy. Mr. Crowley asks if they are required

to work at the desk if they are not allowed to be on patrol. Chief Kingsbury responded they are not since the collective bargaining contract does not allow light duty. He adds that, in some cases, they could apply for ADA accommodation as a potential workaround.

Chief Kingsbury said that there is a new cellphone rule from the courts, so that information can be handled correctly. He explains that they had to get more cellphones so personal devices aren't compromised or asked to be sent away for evidence.

He mentions the deficit for uniforms, trying to keep it as balanced as possible. Next year there will be a 3% increase in salaries, step increases for union raises, and a \$126,000 increase in union step raises. He asked for \$10,000 more in overtime for the expected 3% increase.

Chief Kingbury adds that they apply for two front line vehicles a year and a specialty vehicle. They are currently trying to get rid of oldest administration car. Mr. Alessandri asked if they also have a long waiting period for vehicles to be built. Chief Kingsbury said the average is a 1 year waiting period.

Mr. Crowley asked how our staff levels compare to the national average. Chief Kingsbury stated there is no national average, as it depends on the needs of community. Medway is in the middle of what FBI is seeing in municipalities with similar populations.

Mr. Trindade asked about the previously mentioned inspection, and how to use this to bolster the case for the need for the new building. Chief Kingsbury said it cannot pass fire inspection and accreditation for the same reason. Mass Police Accreditation Commission said there are issues that need to be fixed in the building for the Medway Police Department to gain accreditation. He adds that the state has two different boards for accreditation and certification. The MPAC is the board that stated the Medway Police Station had problems, and they give the POST Commission the task of certifying the station is up to code. He is currently working on another certification and trying to blend them together, so that Medway can fit the big city models the state uses and receive accreditation. Chief Kingsbury adds that it will cost more to fix up the current Police Station than move to the new Municipal Building.

Capital

Chief Kingsbury said they need to get new tasers, new radio communications, and Axon VR training, which is a digital system for training. Ms. White asked about body cameras and if he thought the state would make them required soon. Chief Kingsbury said that the state wants to implement the cameras, but they do not want to pay for it. The cost would be around \$1 million, and it comes with the responsibility of data storage as well. The biggest cost is to maintain system.

Technology & Innovation Department

Domenic Padula presented the department budget.

Mr. Padula stated he generally supports the existing budget he inherited but proposed adjustments to several line items, including expanding printing services and adding resiliency services. He noted the EOC requires approximately \$10,000–\$20,000 in improvements.

He emphasized that the current network infrastructure lacks redundancy, including the absence of a core switch, which can disrupt services when outages occur. He also noted that cybersecurity improvements depend on updating core systems. If available, he suggested using free cash to fund critical infrastructure such as additional core switches or related services.

Mr. Trindade raised concerns about the lack of a system to archive videos and historical records. Mr. Padula noted that many paper records stored in the basement are deteriorating and should be digitized. He estimates that to digitize the basement records, the total price would be \$150,000–\$200,000. For the data storage of all archive videos, he estimates around \$50,000 per year.

The Board discussed potential funding through the CIPC or Finance Committee reserves due to the urgency of preserving records.

Mr. Padula reported that the Town's camera system is largely functioning, with only 2 of about 400 cameras currently down.

General Budget Discussion

Mr. Boynton updates the Board that the Towns total contribution allotted for the construction of the Tri-County new facility is \$1,000,000, and he anticipates that \$670,000 will be their share of debt. The entire budget shows \$1,567,832.00, leaving the rest of this line item for the tuition of Medway students attending Tri-County High School. Mr. Boynton adds that there are four new students attending. He says that the final borrowing for the school will be taking place in this calendar year, but the impact will not be shown until the following year. He adds that they will be close to the \$1 million allotted for this expense in Fiscal Year '28, and they have excess deficiency, which they are required to give back to the communities, so they are using it to pay down the debt service.

Mr. Alessandri asked about health insurance rates. Mr. Boynton said for the upcoming year the projected rates are a 9.7% increase for the group Medway is joining, but the impact to Medway is going to be about 1.5%, and the rate growth for the last 5-year window is around 11.2% cumulatively.

Mr. Boynton said that the Town could find \$250,000 in the budget to give to the School Department to help address the cuts it is otherwise anticipating, but it would be for FY27 only. The Board agreed to add another \$250,000 to the School Dept. budget with the understanding that it is a one-time addition.

Capital

The Board reviewed the Capital Plan for FY27 and the Free Cash budget

The Board agreed to add \$10,000 to the Library for a copier. To address the record digitization need, they could take \$100,000 from free cash and \$50,000 each from water and sewer revenue for a total of \$200,000.

Mr. Boynton suggests raising Celebrate Medway by \$5,000 for \$15,000 in total. The Dept. of Technology and Innovation could ask for \$20,000 from the Finance Committee reserves for the circuit switch at the EOC.

Mr. Trindade moves that the Board accept the Capital Expenditures as presented, with the addition of a library copier not to exceed \$10,000, seconded by Ms. White. VOTE: 4-0-1 (Crowley).

Mr. Trindade made a motion to approve the FY2027 Capital Improvement Plan as presented, seconded by Ms. White. VOTE: 4-0-1 (Crowley).

Mr. Trindade moves the Board open the May 11, 2026 Annual Town Meeting Warrant and to add an article to transfer \$50,000 from the Field Stabilization Fund for the Purpose of Designing the Turf Replacement of Lamson and North Fields at Medway High School, seconded by Ms. White. VOTE 5-0-0.

Mr. Trindade moved to insert an article for digitization of Town Hall records in the amount of \$200,000, using \$100,000 from free cash, and \$50,000 from both Water Retained Earnings and Sewer Retained Earnings, seconded by Ms. White. VOTE: 5-0-0.

Mr. Trindade moves the Board close the May 11, 2026, Annual Town Meeting Warrant, seconded by Ms. White. Vote 5-0-0.

Mr. Trindade moved the Board to approve the FY2027 Operating Budget as presented with changes noted for moving \$250,000 to Medway Public Schools and a \$5,000 increase to the Community Event Program Budget, seconded by Ms. White. VOTE 5-0-0

At 1:13 p.m., a motion to adjourn was made by Mr. Trindade and seconded by Mr. Alessandri. VOTE: 5-0-0.