

Justin Paré, President
John Simmons, Vice President
John Costello
Daniel Donovan
Mark Gould, Jr.



Darius Gregory
Andrew Shanahan
Andrea Slobogan
Patricia St. Pierre

Town of North Attleborough
FINANCE SUB-COMMITTEE MEETING

43 South Washington Street, North Attleborough, MA 02760

Phone: (508) 699-0100 ext. 2555

PUBLIC MEETING

JUNE 4, 2025 at 6:30 PM

Town Hall - JoAnn Cathcart Conference Room
43 South Washington St. North Attleborough, MA

I. Pledge Of Allegiance

II. Approval Of Minutes

- a. Approval of Finance Sub-Committee Minutes of May 15, 2025

III. Resident And Community Comment

IV. Old Business

V. New Business

- a. Measure 2025-090- Vote to approve funding for Stormwater Asset Management Grant Project in the amount of \$250,000- Asset Management Planning

Documents:

[MEASURE 2025-090- VOTE TO APPROVE STORMWATER ASSETT MGT. -DPW.SIGNED.PDF](#)

- b. Measure 2025-091- Vote to establish Signatory Authorization for Stormwater Asset Management Plan Grant (\$250,000.00 project, \$150,000 grant) as Public Works Director Mark Hollowell and Town Manager Michael Borg. Both will be designated as signatories for Applications for Financial Assistance State Revolving Fund - Asset Management Planning.

Documents:

[MEASURE 2025-091- VOTE TO ESTABLISH SIGNATORY FOR STORMWATER ASSETT MGT. - DPW.SIGNED.PDF](#)

- c. Measure 2025-092- Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Police Patrol Officers' Association, MCOP Local 550

Documents:

[MEASURE 2025-092- POLICE PATROL OFFICERS ASSOCIATION MCOP LOCAL 550-MOA .SIGNED.COMPLETE.PDF](#)

- d. Measure 2025-093- Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Police Dispatchers' Association Massachusetts Coalition of Police Local 436

Documents:

[MEASURE 2025-093- POLICE DISPATCHERS MOA.SIGNED.COMPLETE.PDF](#)

- e. Measure 2025-094- Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Professional Police Officers Association

Documents:

[MEASURE 2025-094-MOA FOR PROFESSIONAL POLICE OFFICERS ASSOCIATION.COMPLETE.SIGNED.PDF](#)

VI. Adjournment

Paper copies of Measures can be obtained at the Town Manager's Office at the North Attleborough Town Hall between the hours of 8:00AM-6:00PM on Monday, 8:00AM-4:00PM Tuesday through Thursday, and Friday 8:00AM -12:00PM.

*Hardcopies of all "Voted Measures" can be obtained in the Town Clerk's Office at the North Attleborough Town Hall between the hours of 8:00AM-6:00PM on Monday, 8:00AM-4:00PM Tuesday through Thursday, and Friday 8:00AM -12:00PM upon request. *

All measures can be accessed in the [Measures Database](#)



Measure #: 2025-090

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Vote to approve funding for Stormwater Asset Management Grant Project in the amount of \$250,000-Asset Management Planning.

Signed:

Michael Borg

Digitally signed by Michael Borg
DN: c=US, ou=Town Manager, cn=Michael Borg, email=mm@nattleboro.com
Reason: I am approving this document with my legally binding signature
Location:
Date: 2025.05.23 10:03:40-0400'
Foxit PDF Editor Version: 12.0.0

PURPOSE AND JUSTIFICATION:

This request is to use \$250,000 from borrowed funds, specifically 10 Mile (Ten Mile) River Improvements 6/4/2018 ATM Art. 6C #9 \$250,000 authorized - GL account 31422282 584000, to fund the Stormwater Asset Management Grant Project. \$150,000.00 will be reimbursed by the Grant Program. This grant program will update the Town's stormwater system mapping including delineation of catchment areas and develop inspection and reporting tools for field tablets. This work is part of the Town's NPDES MS4 Permit requirements.

SPECIAL REQUIREMENTS:

ATTACHMENTS:

REFER TO SUB-COMMITTEE: Finance Sub-Committee

Measure #: 2025-090

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025	Submitted By: Town Manager	Telephone #: 508-699-0100
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PURPOSE AND JUSTIFICATION CONTINUED:



Measure #: 2025-091

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Vote to establish Signatory Authorization for Stormwater Asset Management Plan Grant (\$250,000.00 project, \$150,000 grant) as Public Works Director Mark Hollowell and Town Manager Michael Borg. Both will be designated as signatories for Applications for Financial Assistance State Revolving Fund - Asset Management Planning.

Signed:

Michael Borg

Digitally signed by Michael Borg
DN: c=US, o=Town Manager, cn=Michael Borg, email=mmborg@nattleboro.com
Reason: I am approving this document with my legally binding signature
Location:
Date: 2025.05.23 10:06:06-0400'
Foxit PDF Editor Version: 12.0.0

PURPOSE AND JUSTIFICATION:

As part of the \$150,000.00 Stormwater Asset Management Plan Grant received by the Department of Public Works (DPW) from the Department of Environmental Protection (DEP) the Town is required to designate an authorized representative for the execution of contracts and documents.

Therefore, I request that myself, Town Manager Michael Borg and DPW Director Mark Hollowell both be named as authorized representatives and designated as signatories for Applications for Financial Assistance - Asset Management Planning

SPECIAL REQUIREMENTS:

ATTACHMENTS:

REFER TO SUB-COMMITTEE:

Measure #: 2025-091

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025	Submitted By: Town Manager	Telephone #: 508-699-0100
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PURPOSE AND JUSTIFICATION CONTINUED:



Measure #: 2025-092

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Approval of Funding for the First Year of a Memorandum of Agreement between the Town & the North Attleborough Police Patrol Officers' Association, MCOP Local 550.

Signed:

Michael Borg

Digitally signed by Michael Borg
DN: c=US, ou=Town Manager, cn=Michael Borg, email=Ermborg@northboro.com
Reason: I am approving this document with my legally binding signature
Location:
Date: 2025.05.27 11:57:23-0400'
Foxit PDF Editor Version: 12.0.0

PURPOSE AND JUSTIFICATION:

Purpose and Justification:

Approval of Funding for the First Year of a MOA between the Town & the North Attleborough Police Patrol Officers' Association, MCOP Local 550.

The Town of North Attleborough ("Town") and the North Attleborough Police Patrol Officers' Association ("Union"), collectively referred to as the "Parties" is subject to approval by the Town Council, ratification by the Union Membership, and funding at the next regularly scheduled Town Council Meeting.

The Parties agree to the First Year of a Memorandum of Agreement beginning July 1, 2025 – June 30, 2026 and agree to the following MOA attached hereto.

SPECIAL REQUIREMENTS:

ATTACHMENTS: Memorandum of Agreement

REFER TO SUB-COMMITTEE: Finance Sub-Committee

MEMORANDUM OF AGREEMENT

Between the Town of North Attleborough

and

**North Attleborough Patrol Officers' Association, Massachusetts Coalition of
Police, Local 550**

12 MAY 2025

This Memorandum of Agreement ("MOA") is entered into by and between the Town of North Attleborough ("Town") and the North Attleborough Patrol Officers' Association, Massachusetts Coalition of Police, Local 550 ("Union"), collectively referred to as the "Parties."

Whereas, the Parties are parties to a collective bargaining agreement ("CBA") in effect from July 1, 2022, through June 30, 2025; and

Whereas, the Parties have negotiated terms and conditions for a one-year successor agreement covering the period from July 1, 2025, through June 30, 2026; and

Whereas, the Parties wish to memorialize their agreement in this MOA pending formal incorporation into a successor collective bargaining agreement;

Now, therefore, in consideration of mutual covenants, the Parties agree as follows:

1. Term of Agreement

This MOA shall be effective from July 1, 2025 through June 30, 2026, and shall amend and supplement the existing CBA set to expire on June 30, 2025.

2. General Wage Adjustment

Effective July 1, 2025, all members of the bargaining unit shall receive a 2.25% cost-of-living adjustment (COLA) to base wages. Reference: Article XV, Wages and Compensation

3. New Longevity Step

A new longevity step shall be added effective July 1, 2025, providing an additional 2% above the current top step for employees with 25 years of service with the North Attleborough Police Department (including service in the Public Safety Dispatch Department). Reference: Article XV, Section C

4. Detail Pay Minimums

Effective July 1, 2025, Article VI (Extra Paid Details) shall be amended as follows:

- All detail assignments shall have a minimum of 4 hours of pay.

- For details exceeding 4 hours, a minimum of 8 hours of pay shall be applied.
- Time worked beyond 8 hours shall be paid hour-for-hour.

Reference: Article VI, Section H

5. New Holiday Provisions

The following additional paid holidays will be added:

- Christmas Eve (half-day)
- New Year's Eve (half-day)

These holidays shall be compensated consistent with Article X – Holidays of the current contract.

6. Housekeeping Items

A. Swing Shift Differential

The shift differential for swing shift shall be updated from 3.5% to 4% to align with the night shift differential. Reference: Article XV, Section I

B. Overtime Minimum for Non-Shift Extension Call-Ins

Officers who are called in for overtime not as an extension of their regular shift shall be entitled to a minimum of four (4) hours of pay. Reference: Article IX, Hours of Work and Overtime

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement on the dates written below:

For the Town of North Attleborough:



Michael Borg, Town Manager
Date: 27 MAY 25

For the North Attleborough Patrol Officers' Association, Local 550:



Authorized Union Representative
Date: 5/27/25



Measure #: 2025-093

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Police Dispatchers' Association Massachusetts Coalition of Police Local 436

Signed:

Michael Borg

Digitally signed by Michael Borg
DN: c=US, o=Town Manager, cn=Michael Borg, email=Emborg@
northboro.com
Reason: I am approving this document with my legally binding signature
Location:
Date: 2025.05.27 11:58:36-0400
Foxit PDF Editor Version: 12.0.0

PURPOSE AND JUSTIFICATION:

Purpose and Justification:

Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Police Dispatchers' Association Massachusetts Coalition of Police Local 436.

The Memorandum of Agreement between the Town of North Attleborough ("Town") and the North Attleborough Police Dispatchers' Association, MCOP, Local 436 ("Union"), collectively referred to as the "Parties" is subject to approval by the Town Council, ratification by the Union Membership, and funding at the next regularly scheduled Town Council Meeting.

The Parties agree to the First Year of a Memorandum of Agreement beginning July 1, 2025 - June 30, 2026 and agree to the following MOA attached hereto.

SPECIAL REQUIREMENTS:

ATTACHMENTS: Memorandum of Agreement

REFER TO SUB-COMMITTEE: Finance Sub-Committee

Measure #: 2025-093

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

PURPOSE AND JUSTIFICATION CONTINUED:

MEMORANDUM OF AGREEMENT

Between the Town of North Attleborough
and

North Attleborough Police Dispatchers' Association, MCOP Local 436

26 May 2025

This Memorandum of Agreement ("MOA") is entered into by and between the Town of North Attleborough ("the Town") and the North Attleborough Police Dispatchers' Association, Massachusetts Coalition of Police Local 436 ("the Union"), collectively referred to as the "Parties."

WHEREAS, the Parties are subject to a Collective Bargaining Agreement (CBA) in effect from July 1, 2022, through June 30, 2025 ("the Agreement"); and

WHEREAS, the Parties have engaged in negotiations for the purpose of entering into a one-year successor agreement to the current Agreement; and

WHEREAS, the Parties agree to modify certain terms of the existing Agreement for a one-year period beginning July 1, 2025, and ending June 30, 2026;

NOW, THEREFORE, in consideration of mutual covenants and promises, the Parties agree as follows:

1. Wages – Article IV (Compensation)

Effective July 1, 2025, all steps in the current wage schedule shall be increased by a 1.75% cost-of-living adjustment (COLA).

2. Step Adjustment – Article IV, Section 2

Step F eligibility shall be modified:

- Currently awarded at fifteen (15) years of service, it shall now be awarded upon ten (10) years of service.
- The value of Step F shall be adjusted to reflect a 3% increase over Step E (modifying the previous 4%).

3. New Step G – Article IV

A new Step G is created and shall be awarded to dispatchers upon completion of fifteen (15) years of service:

- Step G shall represent a 3% increase above the adjusted Step F.

4. Holidays – Article IX

- - One additional holiday is added: ½ day on Christmas Eve and ½ day on New Year's Eve (equivalent to one full holiday combined).
- - Juneteenth is added to the list of recognized holidays in Article IX(A).

5. Holiday Vacation Sell-Back – Article IX

Dispatchers may now elect to sell back up to ten (10) unused holiday vacation days per fiscal year.

6. Sick Leave Buyback at Retirement – Article X

The Town will implement a sick leave buyback policy upon retirement:

- Capped at 10% of the maximum allowable accrual of the hourly equivalent of 120 days, for a maximum allowable payment at retirement of the hourly equivalent 12 days.
- Paid at the employee's final hourly rate in effect at the time of retirement.

7. Bereavement Leave – Article XIX

Article XIX is amended as follows:

In the event of a death in the immediate family or a party who stood in loco parentis of the aforementioned in relationships with a reasonable and articulate connection, the employee shall be granted leave with pay in the amount of five (5) consecutive working days, said leave to commence either on the day of the family member's death or on the next day following the day of the family family's death.

Article XIX is also amended to include the familial relationship of "cousin" for eligibility under bereavement leave.

8. No Other Changes

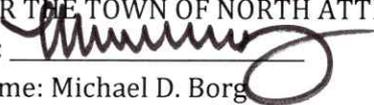
Except as modified by this MOA, all terms and conditions of the existing July 1, 2022 – June 30, 2025, CBA shall remain in full force and effect during the term of this agreement.

9. Duration

This MOA shall be effective July 1, 2025, and shall expire June 30, 2026, unless otherwise agreed to in writing by the Parties.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement by their duly authorized representatives.

FOR THE TOWN OF NORTH ATTLEBOROUGH

By: 

Name: Michael D. Borg

Title: Town Manager

Date: 27 MAY 25

FOR THE NORTH ATTLEBOROUGH POLICE DISPATCHERS' ASSOCIATION

MCOP Local 436

By: 

Name: John Martinsen

Title: President, MCOP Local 436

Date:



Measure #: 2025-094

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Professional Police Officers Association

Signed:

Michael Borg

Digitally signed by Michael Borg
DN: c=US, ou=Town Manager, cn=Michael Borg, email=Emborg@
northboro.com
Reason: I am approving this document with my legally binding signature
Location:
Date: 2025.05.27 12:00:05-0400'
Foxit PDF Editor Version: 12.0.0

PURPOSE AND JUSTIFICATION:

Purpose and Justification:

Approval of Funding for the First Year of a Memorandum of Agreement Between the Town & The North Attleborough Professional Police Officers Association.

The Memorandum of Agreement between the Town of North Attleborough ("Town") and the North Attleborough Professional Police Officers Association, ("Union"), collectively referred to as the "Parties" is subject to approval by the Town Council, ratification by the Union Membership, and funding at the next regularly scheduled Town Council Meeting.

The Parties agree to the First Year of a Memorandum of Agreement beginning July 1, 2025 - June 30, 2026 and agree to the following MOA attached hereto.

SPECIAL REQUIREMENTS:

ATTACHMENTS: Memorandum of Agreement

REFER TO SUB-COMMITTEE: Finance Sub-Committee

MEMORANDUM OF AGREEMENT

Between

THE TOWN OF NORTH ATTLEBOROUGH

and

THE NORTH ATTLEBOROUGH PROFESSIONAL POLICE OFFICERS'
ASSOCIATION, LOCAL 280, MASSACHUSETTS COALITION OF POLICE,
I.U.P.A., AFL-CIO

12 May 2025

This Memorandum of Agreement ("MOA") is entered into by and between the Town of North Attleborough ("Town") and the North Attleborough Professional Police Officers' Association, Local 280, Massachusetts Coalition of Police, I.U.P.A., AFL-CIO ("Association").

This MOA reflects the agreement of the parties to modify the terms of the July 1, 2022 – June 30, 2025 Collective Bargaining Agreement ("Agreement") as it applies to the period beginning July 1, 2025 and ending June 30, 2026. Except as modified herein, all terms and provisions of the Agreement shall remain in full force and effect.

The parties agree to the following modifications for the period July 1, 2025 through June 30, 2026:

1. Cost of Living Adjustment (COLA)

Effective July 1, 2025, all wage rates in the salary schedules set forth in Article XV, Section (A) of the Agreement shall be increased by two and one-half percent (2.5%).

2. Sick Leave Bank

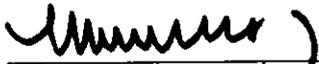
The Town agrees to the creation of a sick leave bank for police professionals. The sick leave bank shall be administered in accordance with a mutually agreed-upon policy consistent with standard municipal sick bank administration practices. The policy shall be finalized no later than September 1, 2025.

3. Holiday Adjustment

Effective July 1, 2025, the one-half (½) day holiday previously observed on Christmas Eve and the one-half (½) day holiday on New Year's Eve shall be combined into one (1) full additional holiday. This change shall amend Article X, Section (A) of the Agreement to add one (1) additional paid holiday.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement on the dates written below:

For the Town of North Attleborough:



Michael Borg, Town Manager

Date: 27 MAY 25

For the North Attleborough Professional Police Association, Local 280:



Authorized Union Representative

Date: 5/27/25