



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'
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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

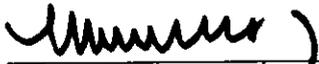
The Town agrees to the creation of a sick leave bank for police professionals. The sick leave bank shall be administered in accordance with a mutually agreed-upon policy consistent with standard municipal sick bank administration practices. The policy shall be finalized no later than September 1, 2025.

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