



Measure #: 2025-092

TOWN COUNCIL MEASURE SUBMITTAL

Date: 5/28/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Approval of Funding of a One Year 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=mmborg@nattleboro.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 a One Year 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