

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

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 member's death.

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

8. No Other Changes

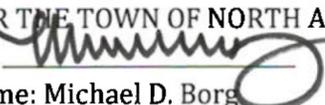
Except as modified by this MOA, all terms and conditions of the existing July 1, 2022 – June 30, 2025, CBA shall remain in full force and effect during the term of this agreement.

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: 

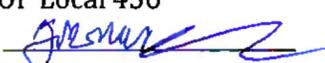
Name: Michael D. Borg

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: