



Measure #: 2026-033

TOWN COUNCIL MEASURE SUBMITTAL

Date: 10/27/2025

Submitted By: Town Manager

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Authorization to Transfer and Appropriate Funds for a Town-Wide Compensation and Classification Study

Signed: **Michael Borg**

Digitally signed by Michael Borg
DN: c=US, ou=Town Manager, cn=Michael Borg, email=mborg@nattleboro.com
Reason: I am the author of this document
Location:
Date: 2025.10.27 15:16:53-0400
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PURPOSE AND JUSTIFICATION:

The purpose of this measure is to authorize the transfer of available funds from completed capital and operating projects to support a comprehensive Compensation and Classification Study for all positions covered under the collective bargaining agreements with the United Steel Workers (USW) and the American Federation of State, County, and Municipal Employees (AFSCME).

This study will provide the Town, as the employer, with an objective, data-driven assessment of its current pay structure, position classifications, and internal equity. The results will inform future labor negotiations, ensure consistency across departments, and strengthen the Town's ability to recruit and retain a qualified workforce in an increasingly competitive labor market.

The study will also ensure compliance with applicable state and federal labor standards, promote fairness and transparency in pay practices, and align the Town's compensation system with comparable municipalities and market conditions.

This initiative represents a proactive investment in sound labor management and organizational stability. It supports the Town's long-term financial planning goals by establishing a sustainable and equitable compensation framework that reflects current operational needs, workforce expectations, and fiscal responsibility.

The Town will pay for this study by re-purposing funds from the following completed or nearly-completed CIP projects:

- 30123115-543010 - Town Council Furniture - \$2,149.06
- 30171165-584003 - Dam Improvements - \$14,217.66
- 30650082-582003 - ADA improvements - \$837.54
- 30650362-585121 - Grounds Trailer - \$172.41
- 30650570-585100 - Vehicle Replacement - \$10,470.98
- 30210165-585002 - Body Cameras - \$6,652.35

Total \$34,500.00

SPECIAL REQUIREMENTS:

ATTACHMENTS:

REFER TO SUB-COMMITTEE: FINANCE

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PURPOSE AND JUSTIFICATION CONTINUED: