

Michael Borg  
Town Manager



**TOWN OF NORTH ATTLEBOROUGH**  
43 South Washington Street  
North Attleborough MA 02760  
508-699-0100

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## INTEROFFICE MEMORANDUM

**DATE:** Friday, November 14, 2025  
**TO:** Town Clerk Pat McNielly  
**FROM:** Michael Borg, Town Manager  
**CC:** Stacy Blaisdell, Town Accountant  
Tammy Baillargeon, Assistant Town Accountant  
Dr. Cheryl Butts Human Resources Director  
Andrew Dubois Assistant Human Resources Director  
**RE:** **Measure 2026-033** -Authorization to Transfer and Appropriate Funds for a  
Town-Wide Compensation and Classification Study.

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### **Town Council Meeting- President Justin Paré**

**Measure 2026-033-** Authorization to Transfer and Appropriate Funds for a Town-Wide  
Compensation and Classification Study.

### **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
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Total	\$34,500.00

The Town Council met on October 27, 2025, and on behalf of the Town Council, a motion was made by Vice-President Lapointe to refer **Measure 2026-033**- Authorization to Transfer and Appropriate Funds for a Town-Wide Compensation and Classification Study.

Councilor Simmins seconded the motion.

**Motion carried. 7-0.**

The Finance Sub-Committee met on October 29, 2025, and on behalf of the Town Council, a motion was made by Mr. John Donohue to refer **Measure 2026-033**- Authorization to Transfer and Appropriate Funds for a Town-Wide Compensation and Classification Study back to the Full Town Council with a favorable recommendation.

Councilor Costello seconded the motion.

**Motion carried. 5-0.**

The Town Council met on November 10, 2025, and on behalf of the Town Council, a motion was made by Councilor Slobogan to approve **Measure 2026-033**- Authorization to Transfer and Appropriate Funds for a Town-Wide Compensation and Classification Study.

Councilor Donovan seconded the motion.

**Motion carried. 7-0.**