

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF BURLINGTON
AND
THE BURLINGTON POLICE PATROLMEN'S ASSOCIATION

September 5, 2025

The Town of Burlington ("Town") and the Burlington Police Patrolmen's Association, collectively referred to as the "Parties" agree to extend their July 1, 2022 - June 30, 2025 collective bargaining agreement through June 30, 2028 as amended by this Memorandum of Agreement. The Parties agree to the following amendments effective July 1, 2025 unless otherwise provided:

1. General Wage Increase

Fiscal Year 2026 effective July 1, 2025: 2.00%

Fiscal Year 2027 effective July 1, 2026: 2.25%

Fiscal Year 2028 effective July 1, 2027: 2.50%

2. Adjustment to Salary Schedule

Amend the Salary Schedule in Appendix A as follows:

- Delete step 1 and amend the service term of step 2 to: "Start – 2 years"
- Insert a new step for 7+ years of service, 1% above the 3+ years of service step
- Effective July 1, 2026, amend the difference between the 15+ year step and the 20+ year step from 2.50% to 3.00%
- Effective July 1, 2027, amend the difference between the 15+ year step and the 20+ year step from 3.00% to 3.25%

3. Article 19 – Non-Occupational Sick Leave – Sick Leave Buyback

Add a new paragraph at the end of Article 19:03, which is in *italics*.

"To be eligible for sick leave buy back at retirement in accordance with this section, at least 12 months' notice of retirement must be provided. Employees who provide notice after 12 months but before 6 months of retirement shall receive 50% of the benefit. Employees who do not provide at least six months' notice shall not be eligible to receive payment in accordance with this section. The Town Administrator may waive the requirement to provide six months for the 50% benefit."

4. Article 22.02 – Incentive Pay/Educational Program

Amend Article 22.02 by striking the current language and replace it with the following.

Any employee who has attained a degree which is not eligible for the compensation listed in 22.01 shall receive the following stipends, at the following rates, at the following effective dates:

Degree	Education incentive rate as of 7/1/2025	Education incentive rate as of 7/1/2026	Education incentive rate as of 7/1/2027
Associates degree in Criminal Justice	5% of base pay	7.5% of base pay	10% of base pay
Bachelor's degree in Criminal Justice	15% of base pay	17.5% of base pay	20% of base pay
Master's degree in Criminal Justice	20% of base pay	22.5% of base pay	25% of base pay

Recognizing the benefit that non-criminal justice degrees may have to the Burlington Police Department, the Chief may award the annual stipends listed above for all members not eligible under Section 22.01 for any degree which in his/her discretion will enhance the departmental operations. The Chief's decision shall be final and not subject to the grievance and arbitration procedure.

Effective July 1, 2027, Article 22.02 shall no longer be in effect, and all employees shall be covered under Section 22.01 related to education incentives.

5. Paid Details

Amend Article 13.09 as follows:

Strike the first line of Article 13.09 and replace it with the following:

Effective July 1, 2025¹, the detail rate shall be \$65.00 per hour and shall increase to \$67.00 per hour on July 1, 2026, and shall increase to \$69.00 per hour effective July 1, 2027, and shall increase to \$70.00 on June 30, 2028.

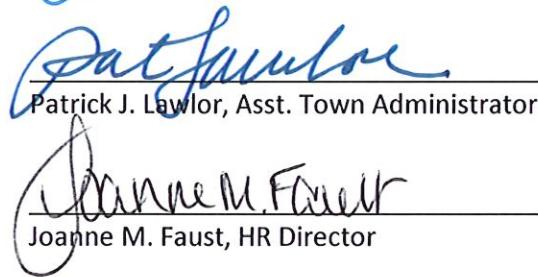
¹ The rate under this section will be paid prospectively upon ratification of the terms of a successor agreement.

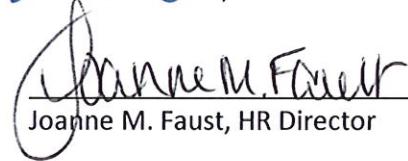
This Memorandum of Agreement is subject to ratification by the Union membership and subject to the funding of financial items. This Memorandum of Agreement was reached during off the record negotiations and shall remain off the record for all purposes including bargaining history until it is ratified by the Union membership and approved by the Town.

Agreed to on this 5th day of September 2025 by the negotiating teams for:

The Town of Burlington

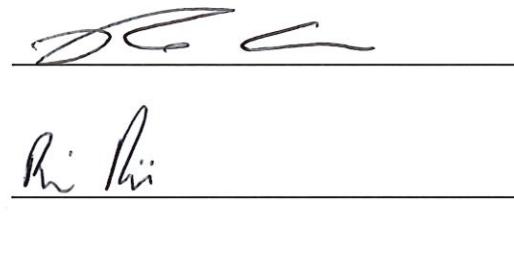

John Danizio, Town Administrator


Patrick J. Lawlor, Asst. Town Administrator


Joanne M. Faust, HR Director

Burlington Police Patrol Association


Robert Aloisi, President


Robert Aloisi, President

Appendix A
Salary Schedule

2.00% General Wage Increase

July 1, 2025 - June 30, 2026				
Service Years	Step	Weekly	Annual	% Between Steps
Start - 2 years	Step 1	1,273.08	66,200.28	
2 years - 3 years	Step 2	1,400.39	72,820.21	10.00%
3+ years	Step 3	1,456.41	75,733.16	4.00%
7+ years	Step 4	1,470.97	76,490.50	1.00%
10+ years	Step 5	1,529.81	79,550.12	4.00%
15+ years	Step 6	1,583.35	82,334.37	3.50%
20+ years	Step 7	1,622.94	84,392.73	2.50%
25+ years	Step 8	1,663.51	86,502.55	2.50%

2.25% General Wage Increase

July 1, 2026 - June 30, 2027				
Service Years	Step	Weekly	Annual	% Between Steps
Start - 2 years	Step 1	1,301.73	67,690.12	
2 years - 3 years	Step 2	1,431.91	74,459.13	10.00%
3+ years	Step 3	1,489.18	77,437.49	4.00%
7+ years	Step 4	1,504.07	78,211.87	1.00%
10+ years	Step 5	1,564.24	81,340.34	4.00%
15+ years	Step 6	1,618.99	84,187.26	3.50%
20+ years	Step 7	1,667.56	86,712.87	3.00%
25+ years	Step 8	1,709.24	88,880.69	2.50%

2.50% General Wage Increase

July 1, 2027 - June 30, 2028				
Service Years	Step	Weekly	Annual	% Between Steps
Start - 2 years	Step 1	1,334.28	69,382.37	
2 years - 3 years	Step 2	1,467.70	76,320.61	10.00%
3+ years	Step 3	1,526.41	79,373.43	4.00%
7+ years	Step 4	1,541.68	80,167.17	1.00%
10+ years	Step 5	1,603.34	83,373.85	4.00%
15+ years	Step 6	1,659.46	86,291.94	3.50%
20+ years	Step 7	1,713.39	89,096.42	3.25%
25+ years	Step 8	1,756.23	91,323.83	2.50%