

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF BURLINGTON
AND THE
BURLINGTON POLICE COMMAND OFFICERS

September 9, 2025

The Town of Burlington ("Town") and the Burlington Police Command Officers ("Union"), 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: 2.75%

Fiscal Year 2027 effective July 1, 2026: 3.00%

Fiscal Year 2028 effective July 1, 2027: 3.25%

Adjust the percentage between steps in the wage tables as follows:

Effective July 1, 2025:

Increase the difference between Step 3 and 4 by 0.5%

Increase the difference between Step 4 and 5 by 0.5%

Effective July 1, 2026:

Increase the difference between Step 2 and 3 by 0.5%

Increase the difference between Step 3 and 4 by 0.5%

Increase the difference between Step 4 and 5 by 0.5%

Effective July 1, 2027:

Increase the difference between Step 3 and 4 by 0.5%

Increase the difference between Step 4 and 5 by 0.5%

Amend the percentage difference from Sergeants to Lieutenants from 17.5% to 20%, and amend the percentage difference from Lieutenants to Captains to 15%.

2. Article 11.03 – Specialists Pay

Amend Article 11.03 by replacing "\$75.00" with "\$85.00"

3. Article 20.01 – Vacation

Amend the table in Section 20.01 as follows:

Years of Employment in the Town of Burlington	Vacation Allowance
6 months – 1 year	1 Week
1 year – 5 years	2 Weeks

5 years – 10 years	3 Weeks
10 years – 15 Years	4 Weeks
15 Years+	5 Weeks

Amend Article 20:11 by striking “42” from the second to last sentence and replace it with “56”

4. Article 22 – Education Incentive

Amend the first paragraph of Section 22.01 by striking the word “eligible” and inserting “degrees in criminal justice” after the word “earned”

Strike Article 22.02 in its entirety.

5. Housekeeping and Resolving Outstanding Charges Against the Town

The Town agrees to incorporating existing side letters into the Collective Bargaining Agreement unless such agreements stipulate remaining outside of the Collective Bargaining Agreement. The Town accepts housekeeping changes to Section 24.03, and Appendix D.

This Memorandum of Agreement is contingent upon the Union’s withdrawal of MUP-25-11515

6. Schedule and Shift Differential of Certain Assignments

The parties agree to establish, no later than June 30, 2026, an aggregate savings equal to \$285.00 per week. This shall be accomplished by vacancies within specialist assignments, promotions, or by a mutually agreeable equivalency.

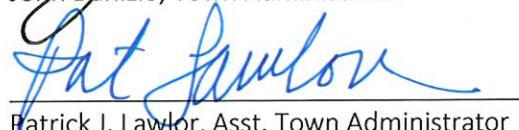
This Memorandum of Agreement is subject to ratification by the Union membership and subject to the funding of financial items. This Memorandum of Agreement was reached during off the record negotiations and shall remain off the record for all purposes including bargaining history until it is ratified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

Agreed to on this 9th day of September 2025 by the negotiating teams for:

The Town of Burlington

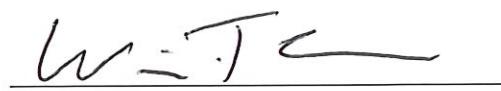


John Danizio, Town Administrator



Patrick J. Lawlor, Asst. Town Administrator

Burlington Police Command Officers



William Trelegan, President

Appendix: Salary Schedules

FY2026

2.75% Wage Increase					
Step	Service	% btwn steps	Sergeant	Lieutenant (+17.5%)	Captain (+17.5%)
Step 1	<10 Years		1,760.54	2,068.63	2,430.64
Step 2	10+ Years	4.00%	1,830.96	2,151.38	2,527.87
Step 3	15+ Years	3.50%	1,895.04	2,226.68	2,616.35
Step 4	20+ Years	3.00%	1,951.90	2,293.48	2,694.84
Step 5	25+ Years	3.00%	2,010.45	2,362.28	2,775.68

FY2027

3% Wage Increase					
Step	Service	% btwn steps	Sergeant	Lieutenant (+17.5%)	Captain (+17.5%)
Step 1	<10 Years	-	1,813.36	2,130.69	2,503.56
Step 2	10+ Years	4.00%	1,885.89	2,215.92	2,603.71
Step 3	15+ Years	4.00%	1,961.33	2,304.56	2,707.85
Step 4	20+ Years	3.50%	2,029.97	2,385.22	2,802.63
Step 5	25+ Years	3.50%	2,101.02	2,468.70	2,900.72

FY2028

3.25% Wage Increase					
Step	Service	% btwn steps	Sergeant	Lieutenant (+20%)	Captain (+15%)
Step 1	<10 Years	-	1,872.29	2,246.75	2,583.76
Step 2	10+ Years	4.00%	1,947.18	2,336.62	2,687.11
Step 3	15+ Years	4.00%	2,025.07	2,430.08	2,794.59
Step 4	20+ Years	4.00%	2,106.07	2,527.28	2,906.38
Step 5	25+ Years	4.00%	2,190.31	2,628.38	3,022.63