

SIDE LETTER OF AGREEMENT


This Side Letter of Agreement ("Agreement") between the Town of Shelburne, Vermont, and the New England Police Benevolent Association Local 413 (together, the "Parties"), details the Parties' Agreement as to the Appendix A "Wage Schedule," modifying the Parties' Collective Bargaining Agreement (CBA) effective as of July 1, 2021 through June 30, 2026.

The attached Appendix A will replace the Appendix A in the CBA. All other terms, conditions, and provisions of the CBA remain in full effect.

This Agreement will be effective upon execution and until June 30, 2026.

AGREED TO AND ACCEPTED:

Christopher R. Hoar 8/30/22
Christopher Hoar Date
NEPBA State Representative

 08-09-2022
Lee Krohn Date
Town Manager and Duly Authorized Agent

James Mack 8/30/2022
James Mack Date
President Local 413

APPENDIX A - Wage Schedule

Wage Schedule January 1, 2022

Step	Dispatch	Dispatch Sup	Patrol	Corporal
1	\$23.00	\$24.00	\$27.00	\$28.35
2	\$23.58	\$24.61	\$27.68	\$29.06
3	\$24.16	\$25.23	\$28.37	\$29.79
4	\$24.77	\$25.86	\$29.08	\$30.53
5	\$25.39	\$26.50	\$29.80	\$31.29
6	\$26.02	\$27.17	\$30.55	\$32.08
7	\$26.67	\$27.85	\$31.31	\$32.88
8	\$27.34	\$28.54	\$32.09	\$33.70
9	\$28.02	\$29.26	\$32.90	\$34.54
10	\$28.72	\$29.99	\$33.72	\$35.41
11	\$29.44	\$30.74	\$34.56	\$36.29
12	\$30.18	\$31.51	\$35.43	\$37.20
13	\$30.93	\$32.29	\$36.31	\$38.13
14	\$31.71	\$33.10	\$37.22	\$39.08
15	\$32.50	\$33.93	\$38.15	\$40.06
16	\$33.31	\$34.78	\$39.10	\$41.06
17	\$34.14	\$35.65	\$40.08	\$42.09
18	\$35.00	\$36.54	\$41.08	\$43.14
19	\$35.87	\$37.45	\$42.11	\$44.22
20	\$36.77	\$38.39	\$43.16	\$45.32

Placement

Name	1/1/22	1/1/23	7/1/23	1/1/24	1/1/25
Kayla	D PS - 1	D PS - 2	D PS - 2	D PS - 3	D PS - 4
Melissa	D PS - 2	D PS - 3	D PS - 3	D PS - 4	D PS - 5
Kristen	D PS - 6	D PS - 8	D PS - 8	D PS - 9	D PS - 10
Ryan	D PS - 6	D PS - 7	D PS - 7	D PS - 8	D PS - 9
Laurie	D PS - 9	D PS - 10	D PS - 10	D PS - 11	D PS - 12
Trish	DS PS - 16	DS PS - 17	DS PS - 18	DS PS - 19	DS PS - 20
Jon	C PS - 13	C PS - 14	C PS - 15	C PS - 16	C PS - 17
Jimmy	DS PS - 20	DS PS - 20	DS PS - 20	DS PS - 20	DS PS - 20
Bob	P PS - 2	P PS - 3	P PS - 3	P PS - 4	P PS - 5
Matt	P PS - 15	P PS - 16	P PS - 16	P PS - 17	P PS - 18
Dan	P PS - 15	P PS - 16	P PS - 16	P PS - 17	P PS - 18
Kyle	P PS - 15	P PS - 16	P PS - 16	P PS - 17	P PS - 18
Caleb	P PS - 13	P PS - 14	P PS - 14	P PS - 15	P PS - 16

Wage Schedule July 1, 2022

Step	Dispatch	Dispatch Sup	Patrol	Corporal
1	\$23.35	\$24.36	\$27.41	\$28.78
2	\$23.93	\$24.98	\$28.09	\$29.49
3	\$24.53	\$25.61	\$28.79	\$30.23
4	\$25.14	\$26.25	\$29.51	\$30.99
5	\$25.77	\$26.90	\$30.25	\$31.76
6	\$26.41	\$27.57	\$31.01	\$32.56
7	\$27.07	\$28.26	\$31.78	\$33.37
8	\$27.75	\$28.97	\$32.58	\$34.20
9	\$28.44	\$29.69	\$33.39	\$35.06
10	\$29.15	\$30.44	\$34.23	\$35.94
11	\$29.88	\$31.20	\$35.08	\$36.83
12	\$30.63	\$31.98	\$35.96	\$37.76
13	\$31.40	\$32.78	\$36.86	\$38.70
14	\$32.18	\$33.60	\$37.78	\$39.67
15	\$32.99	\$34.44	\$38.72	\$40.66
16	\$33.81	\$35.30	\$39.69	\$41.68
17	\$34.66	\$36.18	\$40.68	\$42.72
18	\$35.52	\$37.08	\$41.70	\$43.78
19	\$36.41	\$38.01	\$42.74	\$44.88
20	\$37.32	\$38.96	\$43.81	\$46.00

Wage Schedule July 1, 2023

Step	Dispatch	Dispatch Sup	Patrol	Corporal
1	\$23.70	\$24.73	\$27.82	\$29.21
2	\$24.29	\$25.36	\$28.51	\$29.94
3	\$24.89	\$25.99	\$29.22	\$30.69
4	\$25.52	\$26.64	\$29.95	\$31.45
5	\$26.16	\$27.31	\$30.70	\$32.24
6	\$26.81	\$27.99	\$31.47	\$33.04
7	\$27.48	\$28.69	\$32.26	\$33.87
8	\$28.17	\$29.41	\$33.06	\$34.72
9	\$28.87	\$30.14	\$33.89	\$35.59
10	\$29.59	\$30.89	\$34.74	\$36.48
11	\$30.33	\$31.67	\$35.61	\$37.39
12	\$31.09	\$32.46	\$36.50	\$38.32
13	\$31.87	\$33.27	\$37.41	\$39.28
14	\$32.66	\$34.10	\$38.34	\$40.26
15	\$33.48	\$34.95	\$39.30	\$41.27
16	\$34.32	\$35.83	\$40.29	\$42.30
17	\$35.18	\$36.72	\$41.29	\$43.36
18	\$36.06	\$37.64	\$42.33	\$44.44
19	\$36.96	\$38.58	\$43.38	\$45.55
20	\$37.88	\$39.55	\$44.47	\$46.69

Wage Schedule July 1, 2024

Step	Dispatch	Dispatch Sup	Patrol	Corporal
1	\$24.05	\$25.10	\$28.23	\$29.64
2	\$24.65	\$25.74	\$28.94	\$30.39
3	\$25.27	\$26.38	\$29.66	\$31.15
4	\$25.90	\$27.04	\$30.40	\$31.92
5	\$26.55	\$27.72	\$31.16	\$32.72
6	\$27.21	\$28.41	\$31.94	\$33.54
7	\$27.89	\$29.12	\$32.74	\$34.38
8	\$28.59	\$29.85	\$33.56	\$35.24
9	\$29.30	\$30.59	\$34.40	\$36.12
10	\$30.04	\$31.36	\$35.26	\$37.02
11	\$30.79	\$32.14	\$36.14	\$37.95
12	\$31.56	\$32.94	\$37.04	\$38.90
13	\$32.35	\$33.77	\$37.97	\$39.87
14	\$33.15	\$34.61	\$38.92	\$40.87
15	\$33.98	\$35.48	\$39.89	\$41.89
16	\$34.83	\$36.36	\$40.89	\$42.93
17	\$35.70	\$37.27	\$41.91	\$44.01
18	\$36.60	\$38.21	\$42.96	\$45.11
19	\$37.51	\$39.16	\$44.03	\$46.24
20	\$38.45	\$40.14	\$45.14	\$47.39

Wage Schedule July 1, 2025

Step	Dispatch	Dispatch Sup	Patrol	Corporal
1	\$24.41	\$25.47	\$28.66	\$30.09
2	\$25.02	\$26.12	\$29.37	\$30.84
3	\$25.65	\$26.78	\$30.11	\$31.61
4	\$26.29	\$27.44	\$30.86	\$32.40
5	\$26.95	\$28.13	\$31.63	\$33.21
6	\$27.62	\$28.83	\$32.42	\$34.04
7	\$28.31	\$29.55	\$33.23	\$34.89
8	\$29.02	\$30.29	\$34.06	\$35.77
9	\$29.74	\$31.05	\$34.92	\$36.66
10	\$30.49	\$31.83	\$35.79	\$37.58
11	\$31.25	\$32.62	\$36.68	\$38.52
12	\$32.03	\$33.44	\$37.60	\$39.48
13	\$32.83	\$34.27	\$38.54	\$40.47
14	\$33.65	\$35.13	\$39.50	\$41.48
15	\$34.49	\$36.01	\$40.49	\$42.52
16	\$35.35	\$36.91	\$41.50	\$43.58
17	\$36.24	\$37.83	\$42.54	\$44.67
18	\$37.14	\$38.78	\$43.60	\$45.78
19	\$38.07	\$39.75	\$44.69	\$46.93
20	\$39.03	\$40.74	\$45.81	\$48.10