

Memorandum of Agreement

The Town of Buxton (the "Town") and the Buxton Police Association/Maine Association of Police for the Dispatchers and Police Officers ("Association") hereby make and enter into the following agreement regarding the terms of the wage provision of the collective bargaining agreement between the parties dated 2025-2028.

1. Effective July 1, 2026, Schedule A of the collective bargaining agreement between the parties shall expire and have no effect.
2. Effective July 1, 2026, the wage scale attached to this Memorandum of Agreement as **Attachment 1** shall be the wage scale used by the parties.
3. This Memorandum of Agreement has no effect on any provision of the collective bargaining agreement between the parties, except for Schedule A.
4. This Memorandum of Agreement shall become effective upon ratification by both the Town's Board of Selectman, and the Association's membership.
5. This Memorandum of Agreement shall expire on June 30, 2028.

Town of Buxton

By: Dorla Field
Its: Chair of Select Board
Date: May 8, 2026

Association

By: Chris Ennos
Its: President Buxton Police Benevolent Association
Date: May 7, 2026

Fiscal Year 26-27 Salary Scale (Amended)7 Salary

Amended 7 Salary

Partol	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 34.91	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.30	\$ 40.47	\$ 41.69
Weekly	\$ 1,396.56	\$ 1,438.46	\$ 1,481.61	\$ 1,526.06	\$ 1,571.84	\$ 1,619.00	\$ 1,667.57
Annual	\$ 72,621.12	\$ 74,799.75	\$ 77,043.75	\$ 79,355.06	\$ 81,735.71	\$ 84,187.78	\$ 86,713.42
Detective	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 40.27	\$ 41.48	\$ 42.72	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.09
Weekly	\$ 1,610.80	\$ 1,659.20	\$ 1,708.80	\$ 1,760.00	\$ 1,812.80	\$ 1,867.20	\$ 1,923.60
Annual	\$ 83,761.60	\$ 86,278.40	\$ 88,857.60	\$ 91,520.00	\$ 94,265.60	\$ 97,094.40	\$ 100,027.20
Sergeant	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 41.48	\$ 42.72	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.09	\$ 49.53
Weekly	\$ 1,659.20	\$ 1,708.80	\$ 1,760.00	\$ 1,812.80	\$ 1,867.20	\$ 1,923.60	\$ 1,981.31
Annual	\$ 86,278.40	\$ 88,857.60	\$ 91,520.00	\$ 94,265.60	\$ 97,094.40	\$ 100,027.20	\$ 103,028.02
Dispatch	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 30.51	\$ 31.43	\$ 32.37	\$ 33.34	\$ 34.34	\$ 35.37	\$ 36.44
Weekly	\$ 1,220.56	\$ 1,257.18	\$ 1,294.89	\$ 1,333.74	\$ 1,373.75	\$ 1,414.96	\$ 1,457.41
Annual	\$ 63,469.12	\$ 65,373.19	\$ 67,334.39	\$ 69,354.42	\$ 71,435.05	\$ 73,578.11	\$ 75,785.45
Dispatch Supervisor	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 35.13	\$ 36.18	\$ 37.27	\$ 38.38	\$ 39.54	\$ 40.72	\$ 41.95
Weekly	\$ 1,405.20	\$ 1,447.20	\$ 1,490.80	\$ 1,535.20	\$ 1,581.60	\$ 1,628.80	\$ 1,678.00
Annual	\$ 73,070.40	\$ 75,254.40	\$ 77,521.60	\$ 79,830.40	\$ 82,243.20	\$ 84,697.60	\$ 87,256.00

Fiscal Year 27-28 Salary Scale (Amended)

Patrol	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 36.66	\$ 37.76	\$ 38.89	\$ 40.06	\$ 41.26	\$ 42.50	\$ 43.77
Weekly	\$ 1,466.39	\$ 1,510.38	\$ 1,555.69	\$ 1,602.36	\$ 1,650.43	\$ 1,699.95	\$ 1,750.94
Annual	\$ 76,252.18	\$ 78,539.74	\$ 80,895.93	\$ 83,322.81	\$ 85,822.50	\$ 88,397.17	\$ 91,049.09
Detective	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 41.48	\$ 42.72	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.09	\$ 49.53
Weekly	\$ 1,659.20	\$ 1,708.80	\$ 1,760.00	\$ 1,812.80	\$ 1,867.20	\$ 1,923.60	\$ 1,981.20
Annual	\$ 86,278.40	\$ 88,857.60	\$ 91,520.00	\$ 94,265.60	\$ 97,094.40	\$ 100,027.20	\$ 103,022.40
Sergeant	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 42.72	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.09	\$ 49.53	\$ 51.01
Weekly	\$ 1,708.80	\$ 1,760.00	\$ 1,812.80	\$ 1,867.20	\$ 1,923.60	\$ 1,981.20	\$ 2,040.40
Annual	\$ 88,857.60	\$ 91,520.00	\$ 94,265.60	\$ 97,094.40	\$ 100,027.20	\$ 103,022.40	\$ 106,100.80
Dispatch	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 32.04	\$ 33.00	\$ 33.99	\$ 35.01	\$ 36.06	\$ 37.14	\$ 38.26
Weekly	\$ 1,281.59	\$ 1,320.04	\$ 1,359.64	\$ 1,400.43	\$ 1,442.44	\$ 1,485.71	\$ 1,530.28
Annual	\$ 66,642.58	\$ 68,641.85	\$ 70,701.11	\$ 72,822.14	\$ 75,006.81	\$ 77,257.01	\$ 79,574.72
Dispatch Supervisor	Entry - 1yr	3 Years	5 Years	7 Years	9 Years	12 Years	15 Years
Hourly	\$ 36.18	\$ 37.27	\$ 38.38	\$ 39.54	\$ 40.72	\$ 41.95	\$ 43.20
Weekly	\$ 1,447.20	\$ 1,490.80	\$ 1,535.20	\$ 1,581.60	\$ 1,628.80	\$ 1,678.00	\$ 1,728.00
Annual	\$ 75,254.40	\$ 77,521.60	\$ 79,830.40	\$ 82,243.20	\$ 84,697.60	\$ 87,256.00	\$ 89,856.00