



**Town of Bellingham**  
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**MEMORANDUM OF AGREEMENT FOR SUCCESSOR CBA**

**BETWEEN**

**TOWN OF BELLINGHAM**

**AND**

**BELLINGHAM PROFESSIONAL ADMINISTRATOR'S ASSOCIATION**

This Memorandum of Agreement sets forth the material terms of a three-year Agreement between the Town of Bellingham and the Bellingham Professional Administrator's Association covering the period July 1, 2025 – June 30, 2028, which the parties' negotiating teams have reached in the process of negotiations. It is subject to ratification by the Association Membership and the Bellingham Select Board, and funding by Town Meeting in accordance with the provisions of M.G.L. c.150E. Except as modified in this Memorandum, the terms and conditions of the current Agreement will be carried forward into the new Agreement. If this is not ratified and funded, both parties will be free to return to prior bargaining positions and this document and/or the terms in it shall not be admissible in any proceeding. If it is ratified and funded, a new integrated Collective Bargaining Agreement shall be prepared.

**1. Modify Article XXV Salaries as follows:**

All salaries will receive a 3% increase effective July 1<sup>st</sup>, 2025 with the exception of those employees recently hired working under an existing salary offer and the following positions which will have salaries established July 1<sup>st</sup> 2025 as follows:

• Animal Control Officer	\$80,000
Asst Animal Control Officer	\$70,000
COA Director	\$87,000
Asst COA Director	\$63,000

Effective July 1<sup>st</sup>, 2026 Salary increase of 3%

Effective July 1<sup>st</sup>, 2027 Salary increase of 3%

- Treasurer/Collector shall receive an additional \$5000 increase added to annual base upon successful completion of Treasurer/Collector certification. Said increase shall not commence prior to July 1<sup>st</sup>, 2025.
- DPW Asst Director shall continue to receive the current Primary Distribution stipend so long as he continues to maintain the license required to fill this position and may be required to fill said position at any time at the discretion of the DPW Director.

## 2. Article XXVI Longevity

Increase annual payment after three years from \$50 to \$75 and increase annual payment after 15 years from \$75 to \$100.

In Witness Whereof the duly authorized representatives of the parties of this Agreement have set forth their hand on this 10<sup>th</sup> day of February, 2025.



Denis C. Fraine, Town Administrator



Patrick Kelleher  
BPAA President

Select Board

