

RECRUITMENT and RETENTION - PROPOSED IMPROVEMENTS

Correctional Officers: 100% employer paid health insurance premiums or \$1500 annually

Pandemic Bonus: \$3200 (\$1.50 per hour x 2080 hours = \$3120)

Retention Compensation: Years of continuous departmental service (classifications TBD)

5>10 \$1.00 per hour

10>15 \$2.00 per hour

15>20 \$3.00 per hour

20+ \$3.50 per hour

Recruitment Referral Bonuses: DOC employees shall receive referral bonuses of \$500 within 30 days after the new correctional officer is hired and \$500 within 30 days after the end of the new employee's successful probation period. There is no limit to how many referral incentives an employee can earn, as long as the DOC has vacancies for correctional officers.

Corrections Risk Compensation (hazard pay): \$2.00 p/hr or \$160 p/ppd or \$1040 p/qtr

Facility Pay: All employees working in a correctional facility receive \$1.00 per hour

Direct Supervision Of Offenders: Facility - \$2.00 p/hr Field - \$1.00 p/hr

Pandemic, Contagious Diseases, Medical Lockdown \$5.00 p/hr \$7.50 p/OT hr

Order In/Order Over: Mandatory overtime limited to 16 hours per pay period

Overtime Rate: Hours over 8 per day – One and one half times regular hourly rate

Hours over 12 per day – Two times regular hourly rate

Hours over 16 per pay period – Two times regular hourly rate

Hours over 32 per pay period – Two and one half times regular hourly rate

Overtime Hours: Add Military Leave to the list of hours considered as time actually worked for the purpose of determining eligibility for overtime compensation

Personal Leave: Remove sick leave requirement, approval of Personal Leave requests unless a worksite emergency exists, & Payout balance anytime at employee's request

Annual Leave: Increase Caps & Payout up to 40 hours annually at employee's request

Leave Approval: Leave requests for family events and functions must be approved (i.e. childbirth, birthdays, graduations, weddings, funerals, etc. A list to be developed)

Living Unit Differential: Increase from \$0.50 per hour to \$1.50 per hour

Shift Differential: 2nd - \$0.85 to \$2.00 3rd - \$1.00 - \$2.50

Weekend Differential: Increase from \$0.75 per hour to \$1.50 per hour

Hiring Rate and Step Adjustment: Hiring Rate increased to Step 2

All employees advance one step without change of step date or change of time on step

All employees at Step 15 shall receive 3% cash equivalent

Shift Bidding: Change COI shift and post bidding eligibility from 18 months to 12 months

Market Factor Adjustment: MFA review of all DOC classifications that meet criteria

Leave Approval: Approval for a minimum of 3 accrued leave days per quarter if requested

Tuition Reimbursement: 100% tuition reimbursement to attend any Vermont college or university

Correctional Officer Career Advancement: (Promotion ladder similar to VSP Troopers)

An automatic promotional system shall advance each Correctional Officer (CO) from completion of original probation as a COI through the position of Senior CO, based on seniority, and subject to the approval of the employee. Correctional Officers shall receive automatic promotion based on seniority, defined as the length of continuous Departmental service, with the following schedule:

<u>DEPARTMENTAL SENIORITY</u>	<u>POSITION</u>
<u>Prob. - Less than Two Years</u>	<u>Correctional Officer I</u>
<u>Two Years</u>	<u>Correctional Officer II</u>
<u>Five Years</u>	<u>Correctional Officer III</u>
<u>Ten Years</u>	<u>Senior Correctional Officer</u>

Each Correctional Officer III shall be paid one paygrade above that of a Correctional Officer II.

Each Senior Correctional Officer shall be paid one paygrade above that of a Correctional Officer III.

Any Correctional Officer I with less than two years seniority that is promoted to Correctional Officer II shall advance to COIII and Senior CO upon attainment of the required departmental seniority.