

1 S.225

2 Introduced by Senator White

3 Referred to Committee on Government Operations

4 Date: January 7, 2014

5 Subject: Executive; Vermont employees retirement system; early retirement
6 allowance

7 Statement of purpose of bill as introduced: This bill proposes to extend to
8 dispatchers in the Department of Public Safety and caregivers from the
9 Vermont Veterans' Home the early retirement allowance after 20 years of
10 service.

11 *An act relating to a report on recommended changes in the structure of*
12 *Vermont State employment in order to reduce employment-related stress*

13 ~~*An act relating to early retirement allowance*~~

14 It is hereby enacted by the General Assembly of the State of Vermont:

15 ~~Sec. 1. 3 V.S.A. § 459 is amended to read:~~

16 § 459. NORMAL AND EARLY RETIREMENT

17 * * *

18 (d) Early retirement allowance.

19 * * *

20 (2)(A) Upon early retirement, a group F member, except facility

21 ~~employees of the Department of Corrections and Department of Corrections~~

1 ~~Employees who provide direct security and treatment services to offenders~~
2 under supervision in the community and Woodside facility employees, shall
3 receive an early retirement allowance which shall be equal to the normal
4 retirement allowance reduced by one-half of one percent for each month the
5 member is under age 62 at the time of early retirement. Group F members who
6 have 20 years of service as facility employees of the Department of
7 Corrections, as Department of Corrections employees who provide direct
8 security and treatment services to offenders under supervision in the
9 community or as Woodside facility employees, Vermont Veterans' Home
10 employees, dispatchers in the Department of Public Safety, or as Vermont
11 State Hospital employees, or as employees of its successor in interest, who
12 provide direct patient care shall receive an early retirement allowance which
13 shall be equal to the normal retirement allowance at age 55 without reduction;
14 provided the 20 years of service occurred in one or more of the following
15 capacities as an employee of the Department of Corrections, Woodside facility,
16 the Vermont Veterans' Home, dispatchers in the Department of Public Safety,
17 or the Vermont State Hospital, or its successor in interest: facility employee,
18 community service center employee, or court and reparative service unit
19 employee.

20 * * *

21 ~~Sec. 2. EFFECTIVE DATE~~

1 ~~This act shall take effect on July 1, 2014.~~

Sec. 1. COMMISSIONER OF HUMAN RESOURCES; REPORT;

HIGH-STRESS STATE EMPLOYEE POSITIONS

(a) On or before January 15, 2015, the Commissioner of Human Resources shall report to the Senate and House Committees on Appropriations and the Senate and House Committees on Government Operations regarding recommended changes in the structure of State employment that would help alleviate the health and safety impacts related to high-stress State employee positions and their effect on State employees and the Vermont State Retirement System.

(b) In addition to any classes of employees he or she deems relevant, the Commissioner shall specifically consider the employment of:

(1) employees of the Department of Corrections;

(2) employees of the Woodside facility;

(3) dispatchers in the Department of Public Safety;

(4) social workers in the Family Services Division of the Department for Children and Families who provide direct child safety services;

(5) direct care providers at the Vermont Veterans' Home;

(6) State Police officers in the Computer Crimes Unit that assist in cases regarding child pornography; and

(7) employees of the Vermont Psychiatric Care Hospital.

(c) In considering potential changes in the structure of State employment, the Commissioner shall consider:

(1) the number of workers' compensation claims Vermont has had due to post-traumatic stress disorder;

(2) how job stresses affect State employees;

(3) whether changes in job rotation or personnel practices could decrease job-related stress; and

(4) how high-stress positions impact the sustainability of the Vermont State Retirement System, including the impact of early retirement benefits.

(d) The Commissioner shall specifically review and consider the job groups or positions that are treated differently in the Vermont State Retirement System, including in the provision of early retirement benefits, and shall recommend the criteria that should be used to differentiate among those groups or positions in the System.

(e) In conducting his or her analysis, the Commissioner shall consult with the Office of State Treasurer, the Vermont State Employees' Association, and the heads of the departments of those employees set forth in subsection (b) of this section and shall review available evidence and research regarding employment-related stress.

Sec. 2. EFFECTIVE DATE

This act shall take effect on passage.