

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on Government Operations to which was referred Senate
3 Bill No. 131 entitled “An act relating to State’s Attorneys and sheriffs”
4 respectfully reports that it has considered the same and recommends that the
5 House propose to the Senate that the bill be amended by striking out all after
6 the enacting clause and inserting in lieu thereof the following:

7 * * * Retirement and Benefits * * *

8 Sec. 1. 3 V.S.A. § 455 is amended to read:

9 § 455. DEFINITIONS

10 (a) As used in this subchapter:

11 * * *

12 (9) “Employee” shall mean:

13 (A) Any regular officer or employee of the Vermont Historical
14 Society or ~~in~~ a department other than a person included under subdivision (B)
15 of this subdivision (9), who is employed for not less than 40 calendar weeks in
16 a year. “Employee” includes deputy State’s Attorneys, victim advocates
17 employed by a State’s Attorney pursuant to 13 V.S.A. § 5306, secretaries
18 employed by a State’s Attorney pursuant to 32 V.S.A. § 1185, and other
19 positions created within the State’s Attorneys’ offices that meet the eligibility
20 requirements for membership in the Retirement System.

1 (B) Any regular officer or employee of the Department of Public
2 Safety assigned to police and law enforcement duties, including the
3 Commissioner of Public Safety appointed before July 1, 2001; but, irrespective
4 of the member's classification, shall not include any member of the General
5 Assembly as such, any person who is covered by the Vermont Teachers'
6 Retirement System, any person engaged under retainer or special agreement or
7 C beneficiary employed by the Department of Public Safety for not more than
8 208 hours per year, or any person whose principal source of income is other
9 than State employment. In all cases of doubt, the Retirement Board shall
10 determine whether any person is an employee as defined in this subchapter.
11 Also included under this subdivision are employees of the Department of
12 Liquor Control who exercise law enforcement powers, employees of the
13 Department of Fish and Wildlife assigned to law enforcement duties, motor
14 vehicle inspectors, full-time deputy sheriffs compensated by the State of
15 Vermont whose primary function is transports, full-time members of the
16 Capitol Police force, investigators employed by the Criminal Division of the
17 Office of the Attorney General, Department of State's Attorneys, Department
18 of Health, or Office of the Secretary of State, who have attained Level III law
19 enforcement officer certification from the Vermont Criminal Justice Training
20 Council, who are required to perform law enforcement duties as the primary
21 function of their employment, and who may be subject to mandatory

1 retirement permissible under 29 U.S.C. § 623(j), who are first included in
2 membership of the system on or after July 1, 2000. Also included under this
3 subdivision are full-time firefighters employed by the State of Vermont and the
4 Defender General.

5 * * *

6 Sec. 2. 3 V.S.A. § 631 is amended to read:

7 § 631. GROUP INSURANCE FOR STATE EMPLOYEES; SALARY
8 DEDUCTIONS FOR INSURANCE, SAVINGS PLANS, AND
9 CREDIT UNIONS

10 (a)(1) The Secretary of Administration may contract on behalf of the State
11 with any insurance company or nonprofit association doing business in this
12 State to secure the benefits of franchise or group insurance. Beginning July 1,
13 1978, the terms of coverage under the policy shall be determined under section
14 904 of this title, but it may include:

15 * * *

16 (2)(A)(i) ~~The~~ As used in this section, the term “employees” as used in
17 ~~this section shall include among others~~ includes any class or classes of elected
18 or appointed officials, ~~but it~~ State’s Attorneys, sheriffs, employees of State’s
19 Attorney’s offices whose compensation is administered through the State of
20 Vermont payroll system, except contractual and temporary employees, and
21 deputy sheriffs paid by the State of Vermont pursuant to 24 V.S.A. § 290(b).

1 The term “employees” shall not include members of the General Assembly as
2 such, ~~nor shall it include~~ any person rendering service on a retainer or fee
3 basis, members of boards or commissions, or persons other than employees of
4 the Vermont Historical Society, the Vermont Film Corporation, the Vermont
5 State Employees’ Credit Union, Vermont State Employees’ Association, and
6 the Vermont Council on the Arts, whose compensation for service is not paid
7 from the State Treasury, ~~nor shall it include~~ or any elected or appointed official
8 unless the official is actively engaged in and devoting substantially full-time to
9 the conduct of the business of his or her public office.

10 (ii) For purposes of group hospital-surgical-medical expense
11 insurance, the term “employees” shall include employees as defined in
12 subdivision (i) of this subdivision (2)(A) and former employees as defined in
13 this subdivision who are retired and are receiving a retirement allowance from
14 the Vermont State Retirement System or the State Teachers’ Retirement
15 System of Vermont and, for the purposes of group life insurance only, are
16 retired on or after July 1, 1961, and have completed 20 creditable years of
17 service with the State before their retirement dates and are insured for group
18 life insurance on their retirement dates.

19 (iii) For purposes of group hospital-surgical-medical expense
20 insurance only, the term “employees” shall include employees as defined in
21 subdivision (i) of this subdivision (2)(A) and employees who are receiving a

1 Department of State’s Attorneys and Sheriffs represented by the Executive
2 Director or designee.

3 * * *

4 (10) “Person;” includes one or more individuals, the State of Vermont,
5 Vermont State Colleges, University of Vermont, Department of State’s
6 Attorneys and Sheriffs, employee organizations, labor organizations,
7 partnerships, corporations, legal representatives, trustees, or any other natural
8 or legal entity whatsoever.

9 * * *

10 Sec. 4. 3 V.S.A. § 904 is amended to read:

11 § 904. SUBJECTS FOR BARGAINING

12 (a) All matters relating to the relationship between the employer and
13 employees shall be the subject of collective bargaining except those matters
14 ~~which~~ that are prescribed or controlled by statute. ~~Such~~ The matters
15 appropriate for collective bargaining to the extent they are not prescribed or
16 controlled by statute include:

17 (1) wages, salaries, benefits, and reimbursement practices relating to
18 necessary expenses and the limits of reimbursable expenses;

19 (2) minimum hours per week;

20 (3) working conditions;

21 (4) overtime compensation and related matters;

1 (5) leave compensation and related matters;

2 (6) reduction-in-force procedures;

3 (7) grievance procedures, including whether an appeal to the Vermont

4 Labor Relations Board or binding arbitration, or both, will constitute the final

5 step in a grievance procedure;

6 (8) terms of coverage and amount of employee financial participation in

7 insurance programs, except that the Department of State's Attorneys and

8 Sheriffs and the deputy State's Attorneys and other employees of the State's

9 Attorneys' offices shall not bargain in relation to terms of coverage;

10 (9) rules ~~and regulations~~ for personnel administration, except the

11 following: rules ~~and regulations~~ relating to persons exempt from the classified

12 service under section 311 of this title and rules ~~and regulations~~ relating to

13 applicants for employment in State service and employees in an initial

14 probationary status, including any extension or extensions thereof, provided

15 such the rules ~~and regulations~~ are not discriminatory by reason of an

16 applicant's race, color, creed, sex, ~~or~~ national origin, sexual orientation, gender

17 identity, ancestry, place of birth, age, or physical or mental condition; and

18 (10) the manner in which to enforce an employee's obligation to pay the

19 collective bargaining service fee.

20 (b) This chapter shall not be construed to be in derogation of, or contravene

21 the spirit and intent of the merit system principles and the personnel laws.

1 disputes arising ~~therefrom~~ from the determination shall be finally resolved by
2 the Board.

3 (b) The Executive Director of the Department of State's Attorneys and
4 Sheriffs may determine positions in the State's Attorneys' offices whose
5 incumbents the Executive Director believes should be designated as
6 managerial, supervisory, or confidential employees. Any disputes arising from
7 the determination shall be finally resolved by the Board.

8 Sec. 7. 3 V.S.A. § 908 is added to read:

9 § 908. DESIGNATION OF STATE'S ATTORNEYS' EMPLOYEES;

10 STATEWIDE BARGAINING RIGHTS

11 Employees of the State's Attorney's offices shall be part of one or more
12 statewide bargaining units, as determined to be appropriate by the Board
13 pursuant to sections 927 and 941 of this title, for the purpose of bargaining
14 collectively pursuant to this chapter.

15 Sec. 8. 3 V.S.A. § 925 is amended to read:

16 § 925. MEDIATION; FACT FINDING

17 * * *

18 (k) In the case of the State of Vermont or the Department of State's
19 Attorneys and Sheriffs, the decision of the Board shall be final, and the terms
20 of the chosen agreement shall be binding on each party, subject to
21 appropriations in accordance with subsection 982(d) of this title. In the case of

1 the University of Vermont or the Vermont State Colleges, the decision of the
2 Board shall be final and binding on each party.

3 * * *

4 Sec. 9. 3 V.S.A. § 982 is amended to read:

5 § 982. AGREEMENTS; LIMITATIONS, RENEGOTIATION, AND
6 RENEWAL

7 * * *

8 (c)(1) Except in the case of the Vermont State Colleges or the University of
9 Vermont, agreements between the State and certified bargaining units ~~which~~
10 that are not arrived at under the provisions of subsection 925(i) of this title
11 shall, after ratification by the appropriate unit memberships, be submitted to
12 the Governor who shall request sufficient funds from the General Assembly to
13 implement the agreement. If the General Assembly appropriates sufficient
14 funds, the agreement shall become effective at the beginning of the next fiscal
15 year. If the General Assembly appropriates a different amount of funds, the
16 terms of the agreement affected by that appropriation shall be renegotiated
17 based on the amount of funds actually appropriated by the General Assembly,
18 and the agreement with the negotiated changes shall become effective at the
19 beginning of the next fiscal year.

20 (2)(A) Agreements between the Department of State's Attorneys and
21 Sheriffs and the certified bargaining units that are not arrived at under the

1 provisions of subsection 925(i) of this title shall, after ratification by the
2 appropriate unit memberships, be submitted to the Governor and the General
3 Assembly.

4 (B) The Executive Director of the Department of State's Attorneys
5 and Sheriffs shall request sufficient funds from the General Assembly to
6 implement the agreement. If the General Assembly appropriates sufficient
7 funds, the agreement shall become effective at the beginning of the next fiscal
8 year. If the General Assembly appropriates a different amount of funds, the
9 terms of the agreement affected by that appropriation shall be renegotiated
10 based on the amount of funds actually appropriated by the General Assembly,
11 and the agreement with the negotiated changes shall become effective at the
12 beginning of the next fiscal year.

13 * * *

14 (g) In the event the State of Vermont, the Department of State's Attorneys
15 and Sheriffs, the University of Vermont, and the Vermont State Colleges as
16 employer and the collective bargaining unit are unable to arrive at an
17 agreement and there is not an existing agreement in effect, the existing contract
18 shall remain in force until a new contract is ratified by the parties. However,
19 nothing in this subsection shall prohibit the parties from agreeing to a
20 modification of certain provisions of the existing contract which, as amended,
21 shall remain in effect until a new contract is ratified by the parties.

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Sec. 10. 13 V.S.A. § 5306 is amended to read:

§ 5306. VICTIM ADVOCATES

In order to carry out the provisions of the victims assistance program, ~~state's attorneys~~ State's Attorneys are authorized to hire victim advocates who shall serve at their pleasure unless otherwise modified by a collective bargaining agreement entered into pursuant to 3 V.S.A. chapter 27. Nothing in this section shall be construed to limit the subjects for bargaining pursuant to 3 V.S.A. § 904.

Sec. 11. 32 V.S.A. § 1185 is amended to read:

§ 1185. OFFICE EXPENSES

* * *

(b)(1) Secretaries shall be hired by and shall serve at the pleasure of the State's Attorney unless otherwise modified by a collective bargaining agreement entered into pursuant to 3 V.S.A. chapter 27. Secretaries shall be State employees paid by the State, and shall receive those benefits available to other classified State employees who are similarly situated but they shall not be subject to the rules provided for under 3 V.S.A. chapter 13. The compensation of each Secretary shall be determined by the Commissioner of Human Resources with the approval of the Governor unless otherwise determined through collective bargaining pursuant to 3 V.S.A. chapter 27. In

1 fixing compensation, there shall be taken into consideration, among other
2 things, the volume of work requiring the services of the Secretary and whether
3 the services are on a full- or part-time basis.

4 (2) Nothing in this subsection shall be construed to limit the subjects for
5 bargaining pursuant to 3 V.S.A. § 904.

6 Sec. 12. 24 V.S.A. § 363 is amended to read:

7 § 363. DEPUTY STATE'S ATTORNEYS

8 (a) A State's Attorney may appoint as many deputy State's Attorneys as
9 necessary for the proper and efficient performance of his or her office, ~~and~~
10 ~~with the approval of the Governor, fix their pay not to exceed that of the~~
11 ~~State's Attorney making the appointment,~~ and may remove them at pleasure.

12 (b) The pay for deputy State's Attorneys shall be fixed by the Executive
13 Director of the Department of State's Attorneys and Sheriffs or through
14 collective bargaining pursuant to 3 V.S.A. chapter 27, but it shall not exceed
15 the pay of the State's Attorney making the appointment. Deputy State's
16 Attorneys shall be compensated only for periods of actual performance of the
17 duties of ~~such~~ the office. Deputy State's Attorneys shall be reimbursed for
18 their necessary expenses incurred in connection with their official duties when
19 approved by the State's Attorneys and the Commissioner of Finance and
20 Management.

1 Attorneys' appropriation. Thereafter, the Executive Director shall exercise
2 budgetary control over these allocations and the general appropriation for
3 State's Attorneys. The Executive Director shall monitor the sheriff's transport
4 budget and report to the sheriffs on a monthly basis the status of the budget.
5 He or she shall provide centralized support services for the State's Attorneys
6 and sheriffs with respect to budgetary planning, training, and office
7 management, and perform such other duties as the Executive Committee
8 directs. The Executive Director may employ clerical staff as needed to carry
9 out the functions of the Department.

10 (2) The Executive Director shall prepare and submit a funding request to
11 the Governor and the General Assembly for the purpose of securing General
12 Fund appropriations for any increased costs related to a collective bargaining
13 agreement and to the Department's contract bargaining and administration.

14 * * *

15 Sec. 14. ADJUSTMENT FOR INITIAL CONTRACT

16 For increased costs related to the initial collective bargaining agreement that
17 the Department of State's Attorneys and Sheriffs enters into pursuant to this
18 act, including the costs of bargaining, implementation, and contract
19 administration, the Department may prepare and submit a funding request to
20 the General Assembly during the budget adjustment process if the timing of

1 the implementation of the agreement does not permit the Department to secure
2 sufficient funding during the regular budgetary process.

3 Sec. 15. EXISTING BARGAINING UNITS; DECERTIFICATION

4 On the effective date of this act, the existing bargaining units and the related
5 certifications of an exclusive bargaining representative for the deputy State's
6 Attorneys, victim advocates, and secretaries employed by the Chittenden
7 County State's Attorney and Franklin County State's Attorney shall be
8 dissolved and the members of those bargaining units shall be eligible to
9 organize and bargain collectively under the provisions of the State Employees
10 Labor Relations Act, 3 V.S.A. chapter 27.

11 * * * Effective Date * * *

12 Sec. 16. EFFECTIVE DATE

13 This act shall take effect on passage.

14

15

16 (Committee vote: _____)

17

18

Representative _____

19

FOR THE COMMITTEE