

- The Position Pilot Program has been **tremendously successful**, reducing overtime and workplace tension, and improving the quality of service to Vermonters by distributing the workload among State employees— especially in severely understaffed agencies like DCF and DOC, where adequate staffing is a critical issue of safety for the men and women protecting children and guarding prisoners.
- We have used the “Sweep” model described by the Administration in the past, and **it has failed** to allow for adequate staffing as managers become more aware of the six-month sweep schedule and move to fill vacancies in order to avoid losing the position.
- Let the managers manage. The Position Pilot Program is **budget neutral by design**. It allows the managers to assign resources to the areas of greatest need without exceeding their appropriation.
- Overuse of temporary employees is not a just and fair way to staff government. The Position Pilot Program has converted temporary employees to their proper classification as permanent, full time employees. **The State of Vermont should be a model employer**. Staffing State government with temporary workers because agencies don’t have the flexibility to hire the full-time, classified employees they need to meet the growing demands on State government is not consistent with Vermont’s values. Temporary employees have no health care, no protections, and most don’t even have sick leave.