

**Table 1: Number of AHS Employee Misconduct Cases by Organization, 2014 - 2016**

AHS Organization	Employee Count, as of 12/29/16 <sup>a</sup>	Misconduct Cases			
		2014	2015	2016	Total
DOC	1,053	76	102	99	277
DCF	1,026	20	15	19	54
DMH	238	13	9	19	41
Department of Health	501	6	5	5	16
Department of Vermont Health Access	315	1	6	8	15
Department of Disabilities, Aging and Independent Living	278	5	3	2	10
Central Office	136	1	0	4	5
<b>Total</b>	<b>3,547</b>	<b>122</b>	<b>140</b>	<b>156</b>	<b>418</b>

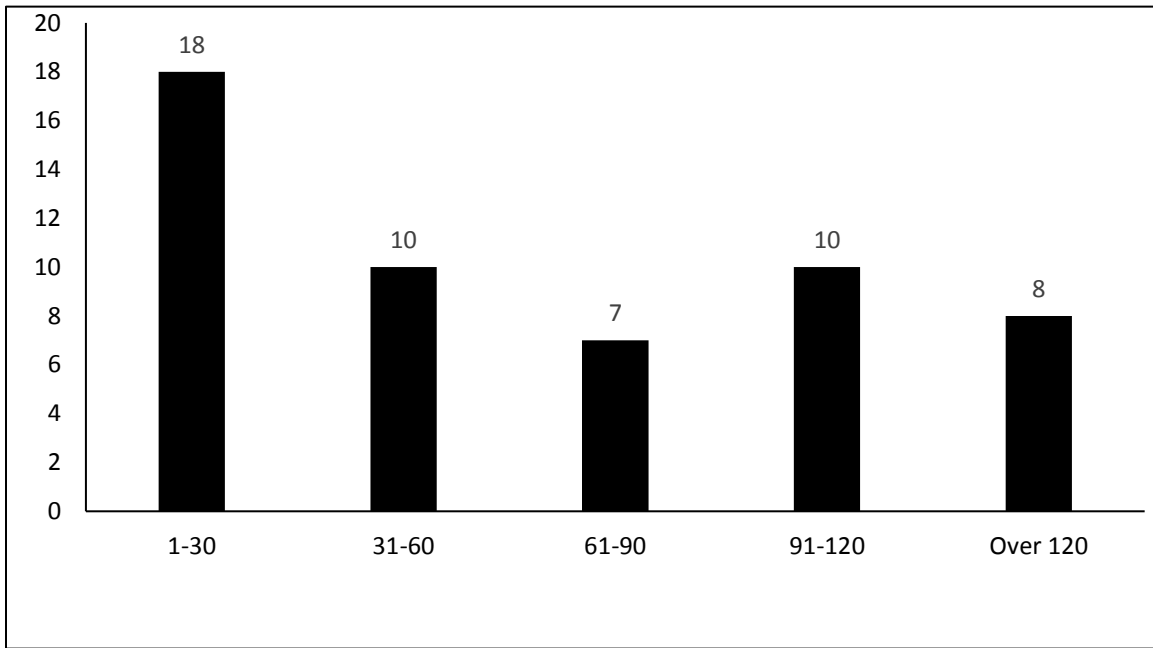
**Table 1: Number of Non-AHS Employee Misconduct Cases by Organization, 2014 - 2016**

Organization	Employee Count, as of 12/29/16	Misconduct Cases			
		2014	2015	2016	Total
Agency of Administration	22	0	0	1	1
Agency of Agriculture, Food & Markets	110	3	0	0	3
Attorney General	78	1	0	2	3
Buildings & General Services	331	8	15	19	42
Commerce & Community Development	93	1	0	0	1
Department of Human Resources	91	1	0	1	2
Dept. Motor Vehicles	See AOT	6	6	6	18
Education, Agency of	145	1	3	3	7
Environmental Conservation	292	2	5	4	11
Financial Regulation, Dept of	100	1	0	1	2
Fish & Wildlife, Dept of	132	5	2	2	9
Forests, Parks & Recreation	103	1	2	0	3
Green Mountain Care Board	26	1	2	0	3
Information and Innovation	104	1	2	0	3
Labor, Dept of	245	11	9	7	27
Libraries, Dept of	11	0	0	1	1
Liquor Control, Dept of	54	7	3	1	11
Lottery Commission	20	1	0	0	1
Military, Dept of	124	1	1	1	3
Natural Resources Board	22	0	0	1	1
Public Safety - Civilian	293	5	4	7	16
Public Safety - Sworn	275	1	0	0	1
Public Service Board	27	2	2	0	4
Secretary of State	71	3	2	1	6
State Treasurer	32	2	0	2	4
Taxes, Dept of	154	0	1	4	5
Transportation, Agency of	1,267 <sup>b</sup>	43	31	13	87
Vermont Veterans' Home	180	3	4	2	9
<b>Grand Total</b>	<b>4,402</b>	<b>111</b>	<b>94</b>	<b>79</b>	<b>284</b>

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**Figure 1: Number of AHS Investigations Completed Within 30 Calendar Days for Test Cases**

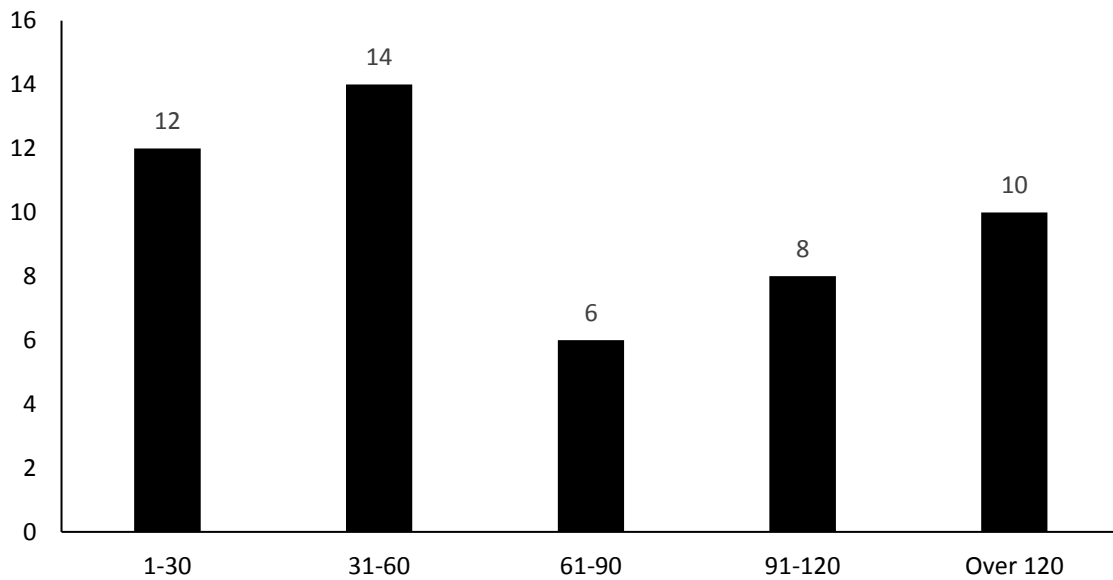
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**Figure 1: Number of DHR Investigations Completed Within 30 Calendar Day for Test Cases**

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# of Days between the Dates Investigations Were Opened and Completed

**Table 3: Summary of AHS Outcomes of 55 Test Cases in 2014 - 2016, by Department**

Disposition Type	Number of Test Cases			
	DCF	DMH	DOC	Total
<b>Disposition Taken by or Negotiated by the State:</b>				
Unsubstantiated misconduct	3	2	7	12
Supervisory feedback	2	3	1	6
Stipulated agreements	2	2	5	9
Disciplinary action:				
Oral reprimand	1	0	2	3
Written reprimand	1	0	2	3
Suspension	2	0	2	4
Demotion	0	0	1	1
Termination	2	1	2	5
<b>Subtotal</b>	<b>13</b>	<b>8</b>	<b>22</b>	<b>43</b>
Voluntary resignation by employee while process was on-going	1	1	3	5
Unfulfilled disposition decision	1	0	2	3
No evidence of disposition decision	0	1	3	4
<b>Total</b>	<b>15</b>	<b>10</b>	<b>30</b>	<b>55</b>

**Table 3: Summary of Outcomes of 70 Test Cases, by Department**

Disposition Type	Number of Test Cases					
	AOT	BGS	DOL	DPS	VVH	Total
<b>Disposition Taken by or Negotiated by the State:</b>						
Unsubstantiated misconduct	5 <sup>a</sup>	1	0	2	3	11
Supervisory feedback	3	1	2	0	0	6
Stipulated agreements	3	1	0	3	2	9
Disciplinary action:						
Oral reprimand	1	0	1	0	1	3
Written reprimand	2	1	2	3	0	8
Suspension	1 <sup>b</sup>	1	2	0	0	4
Demotion	1	1	0	0	0	2
Termination	1	3	0	1	3	8
<b>Subtotal</b>	<b>17</b>	<b>9</b>	<b>7</b>	<b>9</b>	<b>9</b>	<b>51</b>
Voluntary resignation by employee while process was on-going	3	0	2	1	3	9
Unfulfilled Dispositions	0	0	0	0	1	1
No evidence of disposition decision	0	1	1	0	7	9
<b>Total</b>	<b>20</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>70</b>