State of Vermont and VSEA, Inc.
DOC Recruitment and Retention Agreement
August 29, 2021
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STATE OF VERMONT AND VERMONT STATE EMPLOYEES' ASSOCIATION, INC. DEPARTMENT OF CORRECTIONS RECRUITMENT AND RETENTION SIDE LETTER

The following is the agreement reached by the State of Vermont, the Department of Corrections ("DOC") and the Vermont State Employees' Association, Inc., ("VSEA") specifying certain recruitment and retention monetary enhancements for employees in the Corrections Bargaining Unit and Supervisory Bargaining Unit, respectively, in in lieu of lost monetary opportunities provided for by the terms of the July 1, 2020 – June 30, 2022, Collective Bargaining Agreements ("CBA"). Notwithstanding any provisions to the contrary in the CBA, the Parties agree as follows:

- 1. Effective with the Payroll Period beginning August 29, 2021, through the Payroll Period ending March 12, 2022, employees who are working in, assigned to work in or filling in for "Security" positions in Correctional Facilities (generally described as those positions or duties customarily performed by uniformed security staff or staff who would be uniformed if not for certain aspects of their duties) shall receive the following payments in addition to any other compensation:
 - a. Payment of the gross amount of Fifty dollars (\$50) per full 8-hour shift (\$25 for full half shifts) worked in the Security position or performing "hospital" or "transport" coverage
- 2. Effective with the Payroll Period beginning August 29, 2021, through the Payroll Period ending March 12, 2022, employees who have been designated to be on Standby to perform "hospital" or "transport" coverage shall receive the following payments in addition to the contractually required compensation for being on Standby:
 - a. Payment of the gross amount of Twenty-five dollars (\$25) per full 8-hour shift (\$12.50 for full half shifts) while on Standby to perform "hospital" or "transport" coverage.
 - b. Should an employee on Standby under this section be called-in to perform "hospital" or "transport" coverage, they shall be paid in accordance with section 1(a) above, for all hours actually performing said coverage.
- 3. Employees who are currently employed by DOC as of August 30, 2021, shall be paid Retention payments in accordance with the schedule listed below. Employees must be employed on the date the payment is processed to receive said payment
 - a. Employees who have successfully completed original probation shall be entitled to a lump sum payment of the gross amount of one thousand dollars (\$1000) on the first pay date following the full execution of this agreement. These employees will receive a second lump payment of the gross amount of one thousand dollars (\$1000) on the first pay date following an additional six (6) months of successful service in DOC.
 - b. Employees who have yet to successfully completed original probation shall be entitled to a lump sum payment of the gross amount of one thousand dollars (\$1000) on the first pay date following successful completion of original probation. These employees will receive a second lump sum payment of the gross amount of one thousand dollars (\$1000) on the first pay date following an additional six (6) months of successful service in DOC.
 - c. Employees whose position requires attendance at the Corrections Academy and who have not yet attended said Academy (so-called "Gap hires") shall be eligible for Recruitment/Retention compensation as described in section 4, below.

- 4. During the period beginning August 29, 2021, through March 30, 2022, individuals hired by DOC who are required to attend the Corrections Academy; and current employees whose position requires attendance at the Corrections Academy and who have not yet attended said Academy ("Gap hires") shall be eligible to receive the Recruitment/Retention payments listed below, provided they are employed on the date the payment is processed to receive said payment
 - a. A lump sum payment of the gross amount of two hundred fifty dollars (\$250) on the first pay date following attendance on the first day of the Corrections Academy.
 - b. A lump sum payment of the gross amount of five hundred dollars (\$500) on the first pay date following successful completion of the Corrections Academy.
 - c. A lump sum payment of the gross amount of seven hundred fifty dollars (\$750) on the first pay date following successful completion of original probation in DOC.
 - d. A lump sum payment of the gross amount of one thousand dollars (\$1000) on the first pay date following successful completion of one (1) year of service in DOC.
- 5. Employees in Pay Grades 25, or above, who may at the discretion of Management, otherwise be paid straight-time for hours worked over schedule ('overtime") shall be eligible to receive time and one half their hourly rate of pay for overtime worked in "Security" positions as defined in section 1, above.
- 6. All payments contained herein shall be processed through the State payroll system and subject to all applicable taxes and deductions.
- 7. The terms of this Agreement shall automatically terminate at the close of business on the date specified herein unless amended and/or extended by written mutual agreement of the Parties.

herein unless amend	ded and/or extended by w	ritten mutual agreement of the Parties	
For the State of Vermont:		For the VSEA, Inc.	
SK-J)	09/10/2021	Steve Howard	9/09/2021
James Baker Commissioner Department of Correction	Date ns	Steve Howard Executive Director VSEA, Inc.	Date
John J. Berard	10Sept2021	Gary L Hoadley Gary Hoadley	9/09/2021
John J. Berard Date Director of Labor Relations Department of Human Resources		Gary Hoadley Director of Labor Relations VSEA, Inc.	Date
		Anthony Giordano	9/09/2021
		Anthony Gĭodano Chair	Date
		Corrections Bargaining Unit	9/09/2021
		Joseph Silvestri Chair	Date

Supervisory Bargaining Unit