

1 House Corrections and Institutions

2 Recommended Language Regarding Corrections Staffing

3

4 Sec. \_\_. INTENT

5 It is the intent of the General Assembly to improve the recruitment and  
6 retention of correctional officers to ensure adequate staffing and safe working  
7 conditions in facilities operated by the Department of Corrections.

8 Sec. \_\_. IMPROVEMENT OF CORRECTIONAL OFFICER

9 RECRUITMENT AND RETENTION; REPORT

10 (a) On or before January 15, 2023, the Secretary of Human Services, in  
11 consultation with the Commissioner of Corrections, shall submit a written  
12 report to the House Committees on Appropriations, on Corrections and  
13 Institutions, and on Government Operations and the Senate Committees on  
14 Appropriations, on Government Operations, and on Judiciary identifying  
15 conditions that pose an obstacle to the successful recruitment and retention of  
16 correctional officers and setting forth a plan to improve the recruitment and  
17 retention of correctional officers.

18 (b)(1) The report shall specifically analyze the impact of the following on  
19 the recruitment and retention of correctional officers:

20 (A) wages and benefits;

21 (B) terms and conditions of employment;

1           (C) working conditions in Department of Corrections facilities,  
2           including health and safety issues and the physical condition of the facilities;  
3           and

4           (D) staffing levels and overtime.

5           (2) The report shall, for each of the issues examined pursuant to  
6           subdivision (1) of this subsection, analyze how the following states compare to  
7           Vermont and shall identify any best practices in those states that could improve  
8           recruitment and retention of correctional officers in Vermont:

9           (A) Maine;

10          (B) New Hampshire;

11          (C) New York;

12          (D) Massachusetts;

13          (E) Rhode Island; and

14          (F) Connecticut.

15          (c) The report shall, as part of the plan to improve the recruitment and  
16          retention of correctional officers, identify specific administrative and  
17          legislative actions that are necessary to successfully improve the recruitment  
18          and retention of correctional officers.

19          Sec. \_\_. RECRUITMENT AND RETENTION OF CORRECTIONAL

20                   OFFICERS; APPROPRIATION

1        The sum of \$10,000,000.00 is appropriated from the General Fund to the  
2        Department of Corrections to improve the recruitment and retention of  
3        correctional officers. The State shall negotiate with the collective bargaining  
4        representative for the corrections bargaining unit regarding the use of the funds  
5        appropriated pursuant to this section and any related changes to the  
6        correctional officers' terms and conditions of employment or the collective  
7        bargaining agreement for the corrections bargaining unit.