

Department of Human Resources Testimony - Pay Act - 04/23/2024

Beth Fastiggi – Commissioner

John Berard – Director of Labor Relations

Harold Schwartz – Director of Operations

Purpose:

Provide funding for the pay and benefits in the Collective Bargaining Agreements (CBA) for FY 25&26 including funding and parameters and treatment for employees not covered by CBAs.

VSEA CBA Highlights:

All Bargaining Units (Non-Management, Supervisory, Corrections):

- Two (2) year term July 1, 2024 – June 30, 2026
- Increase Tuition Reimbursement from \$350 to \$540 per credit. No change to existing funding.

Non-Management & Supervisory only – Salaries and Wages:

- July 2024: 4.5% Across the Board Increase plus Continuation of Step Increases
- July 2025: 3.5% Across the Board Increase plus Continuation of Step Increases

Corrections Unit Specific:

- Salaries and wages
 - July 2024 – Implementation of new Pay and Step Plan
 - August 2024 – Correctional Officer I & II bonus. \$3000 for base salary less than \$75,000. \$2000 for base salary \$75,000 or greater.
 - July 2025 - \$1.00 Across the Board Increase plus Continuation of Step Increases
 - \$2.00 per hour “security differential” supplement to the compensation of those covered employees for employees who are working in, assigned to work in or filling in for the classifications* listed in the current Side Letter of Agreement between the parties that is schedule to expire as of June 30, 2024, listed below in current including “hospital” or “transport” coverage. This differential will be added to the basic hourly rate before cash overtime is computed.
\\Correctional.Officer.I.™.II?Corrections.Services.Specialist.I.™.II?Senior.Corrections.Services.Specialist?CRCF. Facility.Work.Crew.Leader?Facility.Work.Crew.Leader?Central.Operations.Specialists.(Hospital.Coverage.Team)?Facility.Food.Service.Supervisor.II?Corrections.Food.Service.Lead
- Special Teams - Increase compensation for Team Leaders of designated Corrections Unit Special Teams from \$500 to \$750.
- Holidays - Juneteenth and Indigenous Peoples’ Day become official premium (1.5x) pay Holidays and Bennington Battle Day eliminated from the list of paid Holidays.
- Tuition Reimbursement - Existing DOC tuition reimbursement plan (\$50,000/FY) incorporated into the CBA.

References:

Current Collective Bargaining Agreements can be found here:

<https://humanresources.vermont.gov/labor-relations/labor-relations-policies/collective-bargaining-agreements>

Workforce Report:

https://humanresources.vermont.gov/sites/humanresources/files/documents/DHR-Workforce_Report_0.pdf