



Vermont Police Association

Representing Vermont's Finest

Post Office Box 83
Northfield, Vermont 05663
www.vtvp.org

February 28, 2025

To: Chair Brian Collamore and Members of the Senate Committee on Government Operations

Re: S.58, An act relating to requirements for the pay plans of certain law enforcement officers and firefighters employed by the State

Honorable Members of the Senate Committee on Government Operations,

(The below is a synopsis of the testimony given in person)

Good afternoon, and thank you for the opportunity to speak with you today. I have heard a lot of discussion around this long overdue issue and what I'm seeing and hearing from this committee is a lot of empathy and a strong interest in resolving it which I feel is great.

I feel for the employees and VSEA who have done everything they can to try and resolve this inequity on their own but with no luck. Now I can also understand the State's position to a degree as it relates to the legislature circumventing good faith collective bargaining.

This issue is without question at a standstill as it relates to collective bargaining, these employees want it and have been willing to concede in order to get it but it also appears the State doesn't want to give it to them.

Now there is an area in this discussion which I feel has been on periphery and where there has been recent legislative action taken.

Executive Committee Members

Vice-Presidents: 1st Tom Chenette Burl. PD, 2nd Kelly Price VT F&W

President Emeritus: Ben Herrick RCD Secretary: Diane Shortsleeve SBPD (Ret.) Treasurer: Dan Boyer SBPD



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In October 1969, VSEA stated they intended to have multiple smaller units.
See Addendum, VLRB Docket No. 50-39

In August 2011, VSEA attempted to create a singular law enforcement bargaining unit but the State challenged it and it was subsequently denied due to over fragmentation.
See Addendum, VLRB Docket No. 11-50

In 2022, the legislature created a new singular State bargaining unit through S.220 (Act 125) which became the State Deputy Sheriffs Bargaining Unit. The VLRB docket shows this bargaining unit at the time of its inception consisted of only 20 state employees.
See Addendum, S.220 (Act 125), VLRB Docket No. 22-44

There are currently a total of ten singular State bargaining units, VSEA comprises nine of them and the Vermont Troopers' Association, of these ten State bargaining units State Human Resources collectively bargains for approximately four of them.

Respectfully submitted,

Christopher R. Hoar
President
Vermont Police Association

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ADDENDUM

[VLRB Docket No. 50-39](#)

[VLRB Docket No. 11-50](#)

Zip File: VLRB Decisions Volume 32

See Document "[32-1-Pet. of VSEA \(DFW, DLC, DMV\)](#)"

[VLRB Docket No. 22-44](#)

Proposed draft language based on [S.220 \(Act 125\)](#) of the 2021-2022 Legislative Session provided:

3 V.S.A. § 912 is added to read:

§ 912. DESIGNATION OF STATE LAW ENFORCEMENT OFFICERS AND FIREFIGHTERS

STATEWIDE BARGAINING RIGHTS

- (a) Law enforcement officers and firefighters employed by the State shall be part of a single, separate statewide bargaining unit pursuant to section 941 of this title, for the purpose of bargaining collectively pursuant to this chapter.
- (b) Law enforcement officers and firefighters employed by the State currently in the Vermont Troopers' Association, Supervisory Bargaining Unit, and State Deputy Sheriffs Bargaining Unit shall be excluded from this statewide bargaining unit.
- (c) The bargaining unit created pursuant to this section shall be referred to as the State Law Enforcement and Firefighters Unit.

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