

**Extension of Certain Contract Benefits to Classified Service Managerial and Confidential Employees  
Fiscal Year 2021**

<b>CONTRACT ARTICLE</b>	<b>MANAGERS</b>	<b>CONFIDENTIALS</b>
<b>Annual Leave</b> - <i>A modified annual leave benefit may be extended (see LTD benefit).</i>	YES	YES
<b>Call-in Pay</b> - <i>*only extended to Confidential employees in PG 24 and below</i>	NO	YES*
<b>Child/Elder Care</b>	YES	YES
<b>Civic Duty Leave</b>	YES	YES
<b>Classification Grievance/Review</b> - <i>*no class actions</i>	YES*	YES*
<b>Court/Jury Duty</b>	YES	YES
<b>Dental Insurance</b>	YES	YES
<b>Disciplinary Action</b> - <i>Personnel Rules &amp; Regulations 12.01 applies (no dismissal or suspension except for cause)</i>	NO	NO
<b>Discrimination</b>	YES	YES
<b>Educational Leave</b>	YES	YES
<b>Emergency Closing</b> - <i>*Managers do not receive additional compensation. **Supervisory Unit article is extended.</i>	YES*	YES**
<b>Employee Assistance</b>	YES	YES
<b>Expense Reimbursement</b> - <i>*in-state preapproved lodging and out-of-state reimbursement only.</i>	YES*	YES
<b>Fire &amp; Rescue Leave</b>	YES	YES
<b>Grievance Procedure</b> - <i>*except Section 3(c)(7) and Section 4(e). The extension includes all other provisions, including those governing appeals to the Vermont Labor Relations Board under 3 V.S.A. § 1001(b)</i>	YES*	YES*
<b>Health Insurance</b>	YES	YES

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<b>Higher Assignment Pay</b> - <i>*discretionary for Confidential employees in PG 24 and above if otherwise eligible</i>	NO	YES*
<b>Holidays</b> - <i>*Managers do not receive extra compensation for work on a holiday and Section 10 of the Non-Management Article is not applicable.</i>	YES*	YES
<b>Injury on the Job</b>	YES	YES
<b>Job Sharing</b> - <i>*except Section 3 reemployment rights</i>	YES*	YES*
<b>Life Insurance</b>	YES	YES
<b>Long Term Disability Plan (LTD)</b> - <i>Effective 2/1/97, an LTD Plan is extended to employees not eligible to be represented by a union, including Managerial, Confidential, Elected and Appointed officials, Judicial, Legislative, and Exempt employees. The employee's contribution for the cost of LTD coverage shall be as prescribed by the Secretary of Administration.</i>	YES	YES
<b>Medical Expenses</b> - <i>*except Section 3, negotiability of department Medical Monitoring Programs</i>	YES*	YES*
<b>Mileage Reimbursement</b> - <i>*State-owned or leased vehicle reasonably available reimbursement rate only</i>	YES*	YES
<b>Military Leave</b> - <i>*except Section 1(I)</i>	YES*	YES*
<b>Off Payroll/Leave of Absence</b>	YES	YES
<b>On-Call/Standby</b> - <i>*only extended to Confidential employees in PG 24 and below</i>	NO	YES*
<b>OSHA</b> - <i>*the Supervisory Unit Article is extended.</i>	YES*	YES*
<b>Outstanding Performance</b> - <i>*except paragraph 1</i>	YES*	YES*

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<b>Overtime</b> - <i>*except Sections 3(d) of Supervisory contract and Sections 6(b)(1) -- (2) and 7 of the Non-Management CBA. **Compensatory Time only</i>	YES**	YES*
<b>Parental/Family Leave</b>	YES	YES
<b>Performance Evaluation</b> – (3 VSA §322 applies)	NO	NO
<b>Personal Leave - Supervisory</b> - <i>*Managers and Confidential employees are extended the Supervisory Unit personal leave benefit. A modified benefit may be extended (see LTD benefit).</i>	YES*	YES*
<b>Personnel Records</b>	NO	YES
<b>Political Activity Leave</b>	YES	YES
<b>Reduction in Force</b> - <i>*RIF Article Sections 4(a) and 5(e) shall not apply, except as permitted by 5(e)(6). **Reemployment Rights Article, Sections 1 and 22 apply, but only for bargaining unit positions or vacancies. Sections 8, 18, and 25(b) shall not apply. Section 30(a) of Act 249 1982 Legislative session may supersede the above.</i>	NO	YES* & **
<b>Reemployment Credit</b>	YES	YES
<b>Sabbatical Leave</b> - <i>*Supervisory Unit benefit</i>	YES*	YES*
<b>Salaries &amp; Wages</b> - <i>*except Section 16 of the Supervisory CBA or 15 of Non-Mgmt. 8% increase regardless of number of Pay Grades is extended to first time movement into a Designated Managerial position.</i>	YES*	YES*
<b>Shift Differential</b> - <i>*only extended to Confidential employees PG 24 and below - weekend differential is not extended</i>	NO	YES*
<b>Sick Leave</b> - <i>A modified sick leave benefit may be extended (see LTD benefit). There is a separate Managerial and Confidential sick leave bank as well.</i>	YES	YES

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<b>Supervisory Training</b> - <i>*for Confidential employees if also designated as supervisors</i>	YES	YES*
<b>Temporary Service Credit</b>	YES	YES
<b>Tuition Reimbursement</b> – <i>(Separate program is available)</i>	YES	YES
<b>Uniforms</b>	YES	YES
<b>State Police Duty Week Pay</b> – <i>*Supervisory Unit Article 22, Section 11 provisions apply for Statewide Duty Officer assignment, for being immediately available, in cash (or comp time, but only with approval of Commissioner) at the discretion of the Public Safety Commissioner.</i>	YES*	N/A
<b>State Police Overtime</b> - <i>*VSP Overtime Article, Section 3 only shall apply, (45-hour work week with “contract adjustment”), at the discretion of the Public Safety Commissioner. Thereafter, no overtime category.</i>	YES*	N/A
<b>State Police Relocation Pay</b> - <i>*State Police Managers only at discretion of Public Safety Commissioner. VSP Article applies.</i>	YES*	N/A
<b>State Police Salaries</b> - <i>*Article 49, Section 6 (including Appendices G, IV and V -- State Police Lieutenant pay plan and wage adjustments effective July 1, 2014, are extended to State Police Managers, at the discretion of Public Safety Commissioner.</i>	YES*	N/A
<b>State Police Special Duty Pay</b> - <i>*VSP Overtime Article, Section 4(f) is extended at the discretion of the Public Safety Commissioner (40 hours of straight-time pay).</i>	YES*	N/A
<b>State Police Personal Leave</b> - <i>*Modified Supervisory Unit Article 47 to receive one less personal leave day than otherwise provided for each fiscal year for Majors, Captains, and Lieutenants.</i>	YES*	N/A
<b>State Police Special Team Allowance</b> - <i>*the VSP Article 55 is extended, at the discretion of the Public Safety Commissioner.</i>	YES*	N/A
<b>State Police Residency</b> – <i>*the VSP Article is extended, at the discretion of the Public Safety Commissioner, with the exception of Section 4.</i>	YES*	N/A

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<b>State Police Life Insurance</b> - <i>*the VSP Life Insurance Article is extended to State Police Managers, except Section 10.</i>	YES *	N/A

NOTE: Only those Non-Management, Supervisory Unit and Vermont Troopers' Association contract benefits specifically listed shall be applicable as indicated. If a benefit or provision is not listed, the contract provision is NOT extended. Extension of benefits through June 30, 2021 as authorized under 3 VSA §2222(f).

Approved: \_\_\_\_\_  
Susanne Young, Secretary of Administration