

## State of Vermont and VTA Tentative Agreement 2022-2024

This Tentative Agreement, for a two (2) year period commencing July 1, 2022, and terminating as of June 30, 2024, is made and entered into by and between the State of Vermont and the Vermont Troopers' Association (VTA), subject to ratification by the membership of VTA and the authorization Vermont Secretary of Administration shall be as follows:

### CHILD CARE AND ELDER CARE

- Allocation will increase from \$115,000 to \$140,000 per fiscal year

### PERFORMANCE EVALUATION

- The deadline to meet and discuss a performance evaluation may be extended to accommodate the employee's absence from work

### SHIFT AND WEEKEND DIFFERENTIAL

- 2nd Shift: \$0.85 increased to \$2.00 per hour
- 3rd Shift: \$1.00 increased to \$2.50 per hour
- Weekend: \$0.75 increased to \$1.50 per hour

### OBSERVANCE OF HOLIDAYS

- Hours worked on the Martin Luther King Jr. holiday to be paid at time and one-half instead of straight time.
- Add cash payment option for Day After Thanksgiving

### SICK LEAVE

- Updated definition of "health care provider"

### SICK LEAVE BANK

- Modify language to reflect that employees must have contributed to the bank if able to do so in order to receive an award from the bank.

### SALARIES AND WAGES

- Effective July 3, 2022: 8% Across the Board Increase plus Continuation of Step Increases
- Effective July 2, 2023: 3% Across the Board Increase plus Continuation of Step Increases

### STATE EMPLOYEE HEALTH PLANS

- Effective January 1, 2023, State Employee Health Plan will cover the cost of hearing aids up to \$1,500 per ear in a sixty (60) month period.

### LIFE INSURANCE

- Effective July 1, 2022, adds options for employees to purchase additional Life Insurance beyond the two times base salary. An employee could purchase supplemental Life Insurance up to a maximum of eight times the employee's base salary with a maximum

of \$1,000,000 (up to a maximum of three times the employee's base salary (\$500,000 maximum) without providing evidence of insurability). The employee shall be solely responsible to pay any associated premium.

- Effective July 1, 2022, adds option for employees to purchase Life Insurance for eligible dependents with a maximum of \$250,000. The employee shall be solely responsible to pay any associated premium.

#### EXPENSE REIMBURSEMENT

- Expense and Meal Reimbursement up to GSA rate for applicable locale.

#### LICENSES AND CERTIFICATIONS

- State to pay for professional licenses and/or certification that are necessary and required to perform job duties

#### TERMINATION OF AGREEMENT

- Two (2) year term July 1, 2022 – June 30, 2024

#### RESIDENCY

- Labor Management Committee to meet to discuss potential changes to list

#### SIDE LETTER OF AGREEMENT – HIRING RATE

- As part of a separate agreement the VTA and State have agreed to change the hiring rate for new Troopers from pay grade 22 step 1 to pay grade 24 step 1.
- Current employees at step 2 of pay grade 22 or step 2 of pay grade 24 will be moved step 3 of pay grade 24. This will be effective upon ratification of the tentative contract agreement.
- This is not part of the tentative agreement to be voted on by VTA members.