

**Extension of Certain Contract Benefits to Classified Service Managerial and Confidential Employees
Fiscal Years 2019 - 2020**

CONTRACT ARTICLE	MANAGERS	CONFIDENTIALS
Annual Leave - <i>A modified annual leave benefit may be extended (see LTD benefit).</i>	YES	YES
Call-in Pay - <i>*only extended to Confidential employees in PG 22 and below</i>	NO	YES*
Child/Elder Care	YES	YES
Civic Duty Leave	YES	YES
Classification Grievance/Review - <i>*no class actions</i>	YES*	YES*
Court/Jury Duty	YES	YES
Dental Insurance	YES	YES
Disciplinary Action - <i>Personnel Rules & Regulations 12.01 applies (no dismissal or suspension except for cause)</i>	NO	NO
Discrimination	YES	YES
Educational Leave	YES	YES
Emergency Closing - <i>*Managers do not receive additional compensation. **Supervisory Unit article is extended.</i>	YES* & **	YES**
Employee Assistance	YES	YES
Expense Reimbursement - <i>*in-state preapproved lodging and out-of-state reimbursement only.</i>	YES*	YES
Fire & Rescue Leave	YES	YES
Grievance Procedure - <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*

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Health Insurance	YES	YES
Higher Assignment Pay - <i>*discretionary for Confidential employees in PG 22 and above if otherwise eligible</i>	NO	YES*
Holidays - <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
Injury on the Job	YES	YES
Job Sharing - <i>*except Section 3 reemployment rights</i>	YES*	YES*
Life Insurance	YES	YES
Long Term Disability Plan (LTD) - <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
Medical Expenses - <i>*except Section 3, negotiability of department Medical Monitoring Programs</i>	YES*	YES*
Mileage Reimbursement - <i>*State-owned or leased vehicle reasonably available reimbursement rate only</i>	Yes*	YES
Military Leave - <i>*except Section 1(l)</i>	YES*	YES*
Off Payroll/Leave of Absence	YES	YES
On-Call/Standby - <i>*only extended to Confidential employees in PG 22 and below</i>	NO	YES*
OSHA - <i>*the Supervisory Unit Article is extended.</i>	YES*	YES*
Outstanding Performance - <i>*except paragraph 1</i>	YES*	YES*

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Overtime - <i>*except Sections 3(d) of Supervisory contract and Sections 6(b)(1) -- (2) and 7 of the Non-Management contract. **Compensatory Time only</i>	YES**	YES*
Parental/Family Leave	YES	YES
Performance Evaluation – (3 VSA §322 applies)	NO	NO
Personal Leave - <i>Supervisory -*Managers and Confidential employees are extended the supervisory unit personal leave benefit. A modified benefit may be extended (see LTD benefit).</i>	YES*	YES*
Personnel Records	NO	YES
Political Activity Leave	YES	YES
Reduction in Force - <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* & **
Reemployment Credit	YES	YES
Sabbatical Leave - <i>*Supervisory unit benefit</i>	YES*	YES*
Salaries & Wages - <i>*except Section 16 of the Supervisory Contract 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*
Shift Differential - <i>*only extended to Confidential employees PG 22 and below - weekend differential is not extended</i>	NO	YES*
Sick Leave - <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

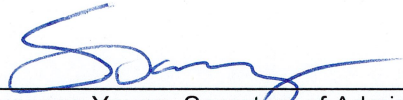
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Supervisory Training - <i>*for Confidential employees if also designated as supervisors</i>	YES	YES*
Temporary Service Credit	YES	YES
Tuition Reimbursement – <i>(Separate program is available)</i>	YES	YES
Uniforms	YES	YES
State Police Duty Week Pay – <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
State Police Overtime - <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
State Police Relocation Pay - <i>*State Police Managers only at discretion of Public Safety Commissioner. VSP Article applies.</i>	YES*	N/A
State Police Salaries - <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
State Police Special Duty Pay - <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
State Police Personal Leave - <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
State Police Special Team Allowance - <i>*the VSP Article 55 is extended, at the discretion of the Public Safety Commissioner.</i>	YES*	N/A

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State Police Residency – <i>*the VSP Article is extended, at the discretion of the Public Safety Commissioner, with the exception of Section 4.</i>	YES*	N/A
State Police Life Insurance - <i>*the VSP Life Insurance Article is extended to State Police Managers, except Section 10.</i>	YES *	N/A

NOTE: Only those non-management and supervisory unit 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 6/30/2020 as authorized under 3 VSA §2222(f).

Approved:  9/5/18
 Susanne Young, Secretary of Administration Date