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House Corrections and Institutions

Recommended Language Regarding Corrections Staffing

Sec. __. INTENT

It is the intent of the General Assembly to improve the recruitment and retention of correctional officers to ensure adequate staffing and safe working conditions in facilities operated by the Department of Corrections.

Sec. __. IMPROVEMENT OF CORRECTIONAL OFFICER
RECRUITMENT AND RETENTION; REPORT

(a) On or before January 15, 2023, the Secretary of Human Services, in consultation with the Commissioner of Corrections, shall submit a written report to the House Committees on Appropriations and on Corrections and Institutions and the Senate Committees on Appropriations and on Institutions identifying conditions that pose an obstacle to the successful recruitment and retention of correctional officers and setting forth a plan to improve the recruitment and retention of correctional officers.

(b)(1) The report shall specifically analyze the impact of the following on the recruitment and retention of correctional officers:

- (A) wages and benefits;
- (B) terms and conditions of employment;

1 (C) working conditions in Department of Corrections facilities,
2 including health and safety issues and the physical condition of the facilities;
3 and

4 (D) staffing levels and overtime.

5 (2) The report shall, for each of the issues examined pursuant to
6 subdivision (1) of this subsection, analyze how the following states compare to
7 Vermont and shall identify any best practices in those states that could improve
8 recruitment and retention of correctional officers in Vermont:

9 (A) Maine;

10 (B) New Hampshire;

11 (C) New York;

12 (D) Massachusetts;

13 (E) Rhode Island; and

14 (F) Connecticut.

15 (c) The report shall, as part of the plan to improve the recruitment and
16 retention of correctional officers, identify specific administrative and
17 legislative actions that are necessary to successfully improve the recruitment
18 and retention of correctional officers.

19 Sec. __. RECRUITMENT AND RETENTION OF CORRECTIONAL

20 OFFICERS; APPROPRIATION

1 The sum of \$10,000,000.00 is appropriated from the General Fund to the
2 Department of Corrections to improve the recruitment and retention of
3 correctional officers. The State shall negotiate with the collective bargaining
4 representative for the corrections bargaining unit regarding the use of the funds
5 appropriated pursuant to this section and any related changes to the
6 correctional officers' terms and conditions of employment or the collective
7 bargaining agreement for the corrections bargaining unit.

DRAFT