

**CONFIDENTIAL**  
**LEGISLATIVE BILL REVIEW FORM: 2014**

Bill Number: S.225 Name of Bill: An Act Relating to Early Retirement Allowance

Agency/Dept: Vermont State Police Author of Bill Review: Captain David Notte

Date of Bill Review: May 30, 2014 Status of Bill: (check one):

Upon Introduction  As passed by 1<sup>st</sup> body  As passed by both bodies

Recommended Position:

Support  Oppose  Remain Neutral  Support with modifications identified in # 8 below

**Analysis of Bill**

1. **Summary of bill and issue it addresses.** *Describe what the bill is intended to accomplish and why.*  
The initial bill proposed an early retirement option without penalty to group F members who are Department of Public Safety (DPS) dispatchers or Vermont Veterans' Home (VVH) employees. Currently, DPS Dispatchers and VVH employees must have 30 years of service in their respective profession or have attained the age of 62 with at least 5 years of creditable service in their respective profession to collect their pension without penalty, which is 6% per year under the age of 62 provided the employee has attained the age of 55 with at least 5 years of creditable service.  
The bill as passed by the House and Senate requires:
  - On or before January 15, 2015, the Commissioner of Human Resources shall report to the Senate and House Committees on Appropriations and the Senate and House Committees on Government Operations regarding recommended changes in the structure of State employment that would help alleviate the health and safety impacts related to high-stress State employee positions and their effect on State employees and the Vermont State Retirement System.
  - The Commissioner shall specifically review and consider the job groups or positions that are treated differently in the Vermont State Retirement System, including in the provision of early retirement benefits, and shall recommend the criteria that should be used to differentiate among those groups or positions in the System.
  - In conducting his or her analysis, the Commissioner shall consult with the Office of State Treasurer, the Vermont State Employees' Association, and the heads of the departments of those employees set forth in subsection (b) of this section and shall review available evidence and research regarding employment-related stress.
2. **Is there a need for this bill?** *Please explain why or why not.*  
Yes as stress has a direct impact on state employees' morale, job performance and wellbeing- both physical and psychological.
3. **What are likely to be the fiscal and programmatic implications of this bill for this Department?**  
This is dependent on the recommendations from the Commissioner of Human Resources (HR) and how those recommendations impact the retirement system and employee turnover in state government.
4. **What might be the fiscal and programmatic implications of this bill for other departments in state government, and what is likely to be their perspective on it?**  
See answer # 3.

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5. **What might be the fiscal and programmatic implications of this bill for others, and what is likely to be their perspective on it?** (for example, public, municipalities, organizations, business, regulated entities, etc)

NA

6. **Other Stakeholders:**

6.1 **Who else is likely to support the proposal and why?**

This depends on the recommendations from the Commissioner of HR.

6.2 **Who else is likely to oppose the proposal and why?**

This depends on the recommendations from the Commissioner of HR.

7. **Rationale for recommendation:** *Justify recommendation stated above.*

The Vermont State Police remain neutral on the matter until the Commissioner of HR makes her recommendations.

8. **Specific modifications that would be needed to recommend support of this bill:** *Not meant to rewrite bill, but rather, an opportunity to identify simple modifications that would change recommended position.*  
None at this time.

Secretary/Commissioner has reviewed this document



Date: 5/30/14