



# **CONTRACT TENTATIVE AGREEMENT PENDING RATIFICATION BY THE VSEA SUPERVISORY UNIT MEMBERSHIP**

*Information for Supervisory Bargaining Unit employees ONLY  
Not for public display or release*

**CONTRACT DURATION:** Two-year contract effective July 1, 2022 – June 30, 2024

**WAGES AND STEPS:**

- July 2022: 3% Hourly Wage Increase plus Continuation of Step Increases
- January 2023: \$1500 Lump Sum Payment
- July 2023: 2% Hourly Wage Increase plus Continuation of Step Increases
- January 2024: \$1000 Lump Sum Payment

**VSP LIEUTENANT COMPENSATION:**

- Wages, Continuation of Step Increases and Lump Sum Payments same as above

**HEALTH INSURANCE PLANS: NEW**

- Effective January 1, 2023, the 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: NEW**

- Employees will now have the option to purchase additional Life Insurance beyond the two times base salary. An employee can purchase supplemental Life Insurance up to eight times the employee's base salary with a maximum of \$1,000,000. Additionally, employees may purchase Life Insurance for eligible dependents with a maximum of \$250,000. The employee shall be solely responsible to pay any associated premium. Also, one important feature includes the option to purchase up to three times the employee's base salary (\$500,000 maximum) without providing evidence of insurability (EOI)

**SHIFT & WEEKEND DIFFERENTIAL:**

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

**OVERTIME:**

- Paid Military Leave added to "Good Time" for purpose of calculating overtime compensation
- Elimination of OT Categories 17 & 37 that are no longer used

**HOLIDAYS:**

- Hours worked on Martin Luther King Jr. Day will be paid at one and one-half times hourly rate, currently paid at straight time rate for hours worked

**EXPENSE REIMBURSEMENT:**

- Meal reimbursement increased to GSA rates for the applicable locality

**LICENSES/CERTIFICATION:**

- State to pay for professional licenses and certification required to perform duties

**CHILD & ELDER CARE:**

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

**GRIEVANCE PROCEDURE:**

- Change to provide VSEA the option to file grievances and the State to send decisions by email with a request for confirmation of receipt

**STANDBY PAY/PAGER PAY:**

- The cap per employee increases from \$7,000 to \$10,000 per fiscal year

**PERFORMANCE EVALUATIONS:**

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

**SICK LEAVE:**

- Update definition of "health care provider"

**HIGHER ASSIGNMENT PAY:**

- Higher Assignment Pay would change to commence with the third consecutive workday in which the employee works a full shift, retroactive to the first day worked, instead of the current fifth consecutive workday.

**EMERGENCY CLOSING COMPENSATION:**

- Any additional pay for employees required to work during an emergency closing shall not apply to employees who are teleworking at the time of the complete emergency closing

**CLOTHING FOR AOT EMPLOYEES:**

- Clothing stipend for eligible AOT employees will increase from \$400 to \$500 and \$200 to \$250 per fiscal year
- Revised language describing the job duties that are eligible for the clothing stipend

**CDL DRUG TESTING:**

- New language that the State may terminate an employee who fails two required drug tests for CDL drivers within a 10 year period

**GAME WARDEN SUPERVISORS:**

- Revision of Game Warden Supervisor titles and update Physical Fitness standards
- Fitness Training compensation based on assessment rating will increase as follow; a score of Average increases from \$100 to \$150, Good from \$150 to \$250, Excellent from \$200 to \$300 and Superior from \$300 to \$400

**VSP LIEUTENANT RESIDENCY**

- Revised and updated residency list

**LIQUOR CONTROL SUPERVISORS:**

- Incorporate Side Letter and Update Titles

**TERMINATION OF AGREEMENT**

- The period for contract negotiations changes from August 1 - October 1 to August 15 - October 15, unless the parties agree to establish a different bargaining schedule