

1 H.780

2 Introduced by Committee on Government Operations

3 Date:

4 Subject: Pay act; state employees; salaries; cost-of-living adjustments;
5 appropriations

6 Statement of purpose: This bill proposes to: 1) authorize the restoration of the
7 salaries of exempt employees in the executive branch who had a reduction in
8 salary taken in 2009 or 2010; 2) authorize cost-of-living adjustments to exempt
9 employees in the executive branch; 3) adjust the compensation for certain state
10 employees; and 4) make appropriations for compensation of employees in the
11 executive, judicial, and legislative branches.

12 An act relating to compensation for certain state employees

13 It is hereby enacted by the General Assembly of the State of Vermont:

14 * * * Exempt Employees in the Executive Branch * * *

15 Sec. 1. RESTORATION OF SALARY

16 (a) The amount equal to the three-percent reduction in salaries taken on
17 July 1, 2010 by exempt employees in the executive branch who earned less
18 than \$60,000.00 annually may be restored to those salaries in fiscal year 2013.

1 ~~(b) The amount equal to the five percent reduction in salaries taken on~~
2 ~~January 1, 2009 by exempt employees in the executive branch who earned~~
3 ~~\$60,000.00 or more annually may be restored to those salaries in~~
4 ~~fiscal year 2013.~~

5 ~~(c) If the secretary of administration determines that the salary of an~~
6 ~~exempt employee in the executive branch who earns less than \$60,000.00~~
7 ~~annually and was hired or promoted after July 1, 2010 reflects a three-percent~~
8 ~~reduction in pay, the secretary may restore the amount equal to the~~
9 ~~three-percent reduction to that salary in fiscal year 2013.~~

10 ~~(d) If the secretary of administration determines that the salary of an~~
11 ~~exempt employee in the executive branch who earns \$60,000.00 or more~~
12 ~~annually and was hired or promoted after January 1, 2009 reflects a~~
13 ~~five-percent reduction in pay, the secretary may restore the amount equal to the~~
14 ~~five-percent reduction to that salary in fiscal year 2013.~~

15 Sec. 2. COST-OF-LIVING ADJUSTMENTS

16 ~~(a) Exempt employees in the executive branch earning less than \$60,000.00~~
17 ~~annually may receive a cost-of-living adjustment in fiscal year 2013 of two~~
18 ~~percent.~~

19 ~~(b) Exempt employees in the executive branch earning \$60,000.00 or more~~
20 ~~annually may or may not receive a cost-of-living adjustment in fiscal year~~
21 ~~2013.~~

1 ~~(c) Exempt employees in the executive branch may receive a cost of living~~
2 ~~adjustment in fiscal year 2014.~~

3 Sec. 3. RATE OF ADJUSTMENT

4 ~~For purposes of determining annual salary adjustments, special salary~~
5 ~~increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), the “total rate~~
6 ~~of adjustment available to classified employees under the collective bargaining~~
7 ~~agreement” shall be deemed to be 2.85 percent in fiscal year 2013 and 3.7~~
8 ~~percent in fiscal year 2014.~~

9 * * * Veterans Home * * *

10 Sec. 4. 32 V.S.A. § 1003(b)(1) is amended to read:

11 (1) Heads of the following departments, offices and agencies:

	<u>Base</u>	<u>Base</u>
	<u>Salary</u>	<u>Salary</u>
	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>July 1,</u>
	<u>2007</u>	<u>2012</u>
17 (A) Administration	\$90,745	<u>\$90,745</u>
18 (B) Agriculture, food and markets	90,745	<u>90,745</u>
19 (C) Banking, insurance, securities,		
20 and health care administration	84,834	<u>84,834</u>
21 (D) Buildings and general services	84,834	<u>84,834</u>

1	(E) Children and families	84,834	84,834
2	(F) Commerce and community development	90,745	<u>90,745</u>
3	(G) Corrections	84,834	<u>84,834</u>
4	(H) Defender general	76,953	<u>76,953</u>
5	(I) Disabilities, aging, and independent living	84,834	<u>84,834</u>
6	(J) Economic development	76,953	<u>76,953</u>
7	(K) Education	84,834	<u>84,834</u>
8	(L) Environmental conservation	84,834	<u>84,834</u>
9	(M) Finance and management	84,834	<u>84,834</u>
10	(N) Fish and wildlife	76,953	<u>76,953</u>
11	(O) Forests, parks and recreation	76,953	<u>76,953</u>
12	(P) Health	84,834	<u>84,834</u>
13	(Q) Housing and community affairs	76,953	<u>76,953</u>
14	(R) Human resources	84,834	<u>84,834</u>
15	(S) Human services	90,745	<u>90,745</u>
16	(T) Information and innovation	84,834	<u>84,834</u>
17	(U) Labor	84,834	<u>84,834</u>
18	(V) Libraries	76,953	<u>76,953</u>
19	(W) Liquor control	76,953	<u>76,953</u>
20	(X) Lottery	76,953	<u>76,953</u>
21	(Y) Mental Health	84,834	<u>84,834</u>

1	(Z) Military	84,834	84,834
2	(AA) Motor vehicles	76,953	<u>76,953</u>
3	(BB) Natural resources	90,745	<u>90,745</u>
4	(CC) Natural resources board chairperson	76,953	<u>76,953</u>
5	(DD) Public Safety	84,834	<u>84,834</u>
6	(EE) Public service	84,834	<u>84,834</u>
7	(FF) Taxes	84,834	<u>84,834</u>
8	(GG) Tourism and marketing	76,953	<u>76,953</u>
9	(HH) Transportation	90,745	<u>90,745</u>
10	(II) Vermont health access	84,834	<u>84,834</u>
11	(JJ) Veterans home	76,953	<u>84,834</u>

12 * * * Judicial Branch * * *

13 Sec. 5. 32 V.S.A. § 1003(c) is amended to read:

14 (c) The annual salaries of the officers of the judicial branch named below
15 shall be as follows:

16		<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
17		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
18		<u>as of</u>	<u>as of</u>	<u>as of</u>
19		<u>July 8,</u>	<u>July 1,</u>	<u>July 14,</u>
20		<u>2007</u>	<u>2012</u>	<u>2013</u>
21	(1) Chief justice of supreme court	\$135,424	<u>\$139,280</u>	<u>\$144,434</u>

1	(2) Each associate justice	129,245	132,928	137,847
2	(3) Administrative judge	129,245	132,928	137,847
3	(4) Each superior judge	122,867	126,387	131,063
4	(5) Each district judge	122,867	[Repealed.]	
5	(6) Each magistrate	92,641	95,281	98,807
6	(7) Each judicial bureau hearing			
7	officer	92,641	95,281	98,807

8 Sec. 6. 32 V.S.A. § 1141 is amended to read:

9 § 1141. ASSISTANT JUDGES

10 (a)(1) The compensation of each assistant judge of the superior court shall
11 be ~~\$142.04~~ \$146.09 a day as of ~~July 8, 2007~~, July 1, 2012 and \$151.49 a day as
12 of July 14, 2013 for time spent in the performance of official duties and
13 necessary expenses as allowed to classified state employees. Compensation
14 under this section shall be based on a two-hour minimum and hourly thereafter.

15 * * *

16 Sec. 7. 32 V.S.A. § 1142 is amended to read:

17 § 1142. PROBATE JUDGES

18 (a) The annual salaries of the probate judges in the several probate districts,
19 which shall be paid by the state in lieu of all fees or other compensation, shall
20 be as follows:

			<u>Annual</u>	<u>Annual</u>
			<u>Salary</u>	<u>Salary</u>
			<u>as of</u>	<u>as of</u>
			<u>July 1,</u>	<u>July 14,</u>
			<u>2012</u>	<u>2013</u>
6	(1) Addison	48,439	<u>49,820</u>	<u>51,663</u>
7	(2) Bennington	61,235	<u>62,980</u>	<u>65,310</u>
8	(3) Caledonia	42,956	<u>44,180</u>	<u>45,815</u>
9	(4) Chittenden	91,395	<u>94,000</u>	<u>97,478</u>
10	(5) Essex	12,000	<u>12,342</u>	<u>13,206</u>
11	(6) Franklin	48,439	<u>49,820</u>	<u>51,663</u>
12	(7) Grand Isle	12,000	<u>12,342</u>	<u>13,206</u>
13	(8) Lamoille	33,816	<u>34,780</u>	<u>36,067</u>
14	(9) Orange	40,214	<u>41,220</u>	<u>42,746</u>
15	(10) Orleans	39,300	<u>40,420</u>	<u>41,916</u>
16	(11) Rutland	86,825	<u>89,300</u>	<u>92,604</u>
17	(12) Washington	66,718	<u>68,619</u>	<u>71,158</u>
18	(13) Windham	53,923	<u>55,460</u>	<u>57,512</u>
19	(14) Windsor	73,116	<u>75,200</u>	<u>77,982</u>
20		* * *		

~~*** Sheriffs ***~~

Sec. 8. 32 V.S.A. § 1182 is amended to read:

§ 1182. SHERIFFS

(a) The annual salaries of the sheriffs of all counties except Chittenden shall be ~~\$65,812.00~~ \$67,688.00 as of ~~July 8, 2007~~ July 1, 2012 and \$70,192.00 ~~as of July 14, 2013~~. The annual salary of the sheriff of Chittenden County shall be ~~\$69,646.00~~ \$71,631.00 as of ~~July 8, 2007~~ July 1, 2012 and \$74,281.00 ~~as of July 14, 2013~~.

(b) Compensation under subsection (a) of this section shall be reduced by 10 percent for any sheriff who has not completed the full-time training requirements under 20 V.S.A. § 2358.

~~*** State's Attorneys ***~~

Sec. 9. 32 V.S.A. § 1183 is amended to read:

§ 1183. STATE'S ATTORNEYS

(a) The annual salaries of state's attorneys shall be:

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 8,</u> <u>2007</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 1,</u> <u>2012</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 14,</u> <u>2013</u>
(1) Addison County	\$89,020	<u>\$91,557</u>	<u>\$94,945</u>

1	(2) Bennington County	89,020	<u>91,557</u>	<u>94,945</u>
2	(3) Caledonia County	89,020	<u>91,557</u>	<u>94,945</u>
3	(4) Chittenden County	93,069	<u>95,721</u>	<u>99,263</u>
4	(5) Essex County	66,766	<u>68,669</u>	<u>71,210</u>
5	(6) Franklin County	89,020	<u>91,557</u>	<u>94,945</u>
6	(7) Grand Isle County	66,766	<u>68,669</u>	<u>71,210</u>
7	(8) Lamoille County	89,020	<u>91,557</u>	<u>94,945</u>
8	(9) Orange County	89,020	<u>91,557</u>	<u>94,945</u>
9	(10) Orleans County	89,020	<u>91,557</u>	<u>94,945</u>
10	(11) Rutland County	89,020	<u>91,557</u>	<u>94,945</u>
11	(12) Washington County	89,020	<u>91,557</u>	<u>94,945</u>
12	(13) Windham County	89,020	<u>91,557</u>	<u>94,945</u>
13	(14) Windsor County	89,020	<u>91,557</u>	<u>94,945</u>

14 (b) In settlement of their accounts the commissioner of finance and
15 management shall allow the state's attorneys the expense of printing briefs in
16 cases in which the state's attorney has represented the state and their necessary
17 and actual expenses under the rules and regulations pertaining to classified
18 state employees.

1 *** Appropriations ***

2 Sec. 10. PAY ACT APPROPRIATIONS

3 (a) Executive Branch. The two-year agreements between the state of
4 Vermont and the Vermont State Employees' Association for the defender
5 general, nonmanagement, supervisory, and corrections bargaining units for the
6 period of July 1, 2012 through June 30, 2014; the collective bargaining
7 agreement with the Vermont Troopers' Association for the period of July 1,
8 2012 through June 30, 2013; and salary increases for exempt employees in the
9 executive branch shall be funded as follows:

10 (1) Fiscal Year 2013.

11 (A) General Fund. The amount of \$9,161,031.00 is appropriated
12 from the general fund to the secretary of administration for distribution to
13 departments to fund the fiscal year 2013 collective bargaining agreements and
14 the requirements of this act.

15 (B) Transportation Fund. The amount of \$3,400,000.00 is
16 appropriated from the transportation fund to the secretary of administration for
17 distribution to the agency of transportation and the department of public safety
18 to fund the fiscal year 2013 collective bargaining agreements and the
19 requirements of this act.

20 (C) Other funds. The administration shall provide additional
21 spending authority to departments through the existing process of excess

1 ~~receipts to fund the fiscal year 2013 collective bargaining agreements and the~~
2 requirements of this act. The estimated amounts are \$16,089,096.00 from
3 special fund, federal, and other sources.

4 (D) With due regard to the possible availability of other funds, for
5 fiscal year 2013, the secretary of administration may transfer from the various
6 appropriations and various funds and from the receipts of the liquor control
7 board such sums as the secretary may determine to be necessary to carry out
8 the purposes of this act to the various agencies supported by state funds.

9 (2) Fiscal Year 2014.

10 (A) General Fund. The amount of \$7,171,193.00 is appropriated
11 from the general fund to the secretary of administration for distribution to
12 departments to fund the fiscal year 2014 collective bargaining agreements and
13 the requirements of this act.

14 (B) Transportation Fund. The amount of \$2,200,000.00 is
15 appropriated from the transportation fund to the secretary of administration for
16 distribution to the agency of transportation and the department of public safety
17 to fund the fiscal year 2014 collective bargaining agreements and the
18 requirements of this act.

19 (C) Other funds. The administration shall provide additional
20 spending authority to departments through the existing process of excess
21 receipts to fund the fiscal year 2014 collective bargaining agreements and the

1 ~~requirements of this act. The estimated amounts are \$11,591,844.00 from~~
2 ~~special fund, federal, and other sources.~~

3 (D) With due regard to the possible availability of other funds, for
4 fiscal year 2014, the secretary of administration may transfer from the various
5 appropriations and various funds and from the receipts of the liquor control
6 board such sums as the secretary may determine to be necessary to carry out
7 the purposes of this act to the various agencies supported by state funds.

8 (3) The appropriations authorized by this subsection shall include
9 sufficient funding to ensure administration of exempt pay plans authorized
10 under 32 V.S.A. § 1020(c).

11 (b) Judicial Branch.

12 (1) The chief justice of the supreme court may extend the provisions of
13 the judiciary's collective bargaining agreement to judiciary employees who are
14 not covered by that agreement.

15 (2) The two-year agreements between the state of Vermont and the
16 Vermont State Employees' Association for the judicial bargaining unit for the
17 period of July 1, 2012 through June 30, 2014 and salary increases for exempt
18 employees during the same fiscal years shall be funded as follows:

19 (A) Fiscal Year 2013; General Fund. The amount of \$1,720,000.00
20 is appropriated from the general fund to the judiciary to fund the fiscal year
21 2013 collective bargaining agreement and the requirements of this act.

1 ~~(B) Fiscal Year 2014; General Fund. The amount of \$893,972 is~~
2 ~~appropriated from the general fund to the judiciary to fund the fiscal year 2014~~
3 ~~collective bargaining agreement and the requirements of this act.~~

4 ~~(c) Legislative Branch. For the period of July 1, 2012 through June 30,~~
5 ~~2014, compensation for legislative staff shall be funded as follows:~~

6 ~~(1) Fiscal Year 2013. The amount of \$225,000.00 is appropriated from~~
7 ~~the general fund to the legislative branch.~~

8 ~~(2) Fiscal Year 2014. The amount of \$180,000.00 is appropriated from~~
9 ~~the general fund to the legislative branch.~~

Sec. 10. PAY ACT FUNDING

*The compensation provided in this act shall be funded by appropriations
made in H.781 of the 2011–2012 session of the general assembly in Sec.
B.1200 for fiscal year 2013 and in Sec. BB.1200 for fiscal year 2014.*

10 Sec. 11. EFFECTIVE DATE

11 This act shall take effect on passage.

** * * Exempt Employees in the Executive Branch * * **

Sec. 1. RESTORATION OF SALARY

*(a) The amount equal to the three-percent reduction in salaries taken on
July 1, 2010 by exempt employees in the executive branch who earned less
than \$60,000.00 annually may be restored to those salaries in fiscal year 2013.*

(b) The amount equal to the five-percent reduction in salaries taken on January 1, 2009 by exempt employees in the executive branch who earned \$60,000.00 or more annually may be restored to those salaries in fiscal year 2013.

(c) If the secretary of administration determines that the salary of an exempt employee in the executive branch who earns less than \$60,000.00 annually and was hired or promoted after July 1, 2010 reflects a three-percent reduction in pay, the secretary may restore the amount equal to the three-percent reduction to that salary in fiscal year 2013.

(d) If the secretary of administration determines that the salary of an exempt employee in the executive branch who earns \$60,000.00 or more annually and was hired or promoted after January 1, 2009 reflects a five-percent reduction in pay, the secretary may restore the amount equal to the five-percent reduction to that salary in fiscal year 2013.

Sec. 2. COST-OF-LIVING ADJUSTMENTS

(a) Exempt employees in the executive branch earning less than \$60,000.00 annually may receive a cost-of-living adjustment in fiscal year 2013 of two percent.

(b) Exempt employees in the executive branch earning \$60,000.00 or more annually may or may not receive a cost-of-living adjustment in fiscal year 2013.

(c) Exempt employees in the executive branch may receive a cost-of-living adjustment in fiscal year 2014.

Sec. 3. RATE OF ADJUSTMENT

For purposes of determining annual salary adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), the “total rate of adjustment available to classified employees under the collective bargaining agreement” shall be deemed to be 2.85 percent in fiscal year 2013 and 3.7 percent in fiscal year 2014.

** * * Defender General and Veterans’ Home * * **

Sec. 4. 32 V.S.A. § 1003(b)(1) is amended to read:

(1) Heads of the following departments, ~~offices~~ and agencies:

	<u>Base</u>	<u>Base</u>
	<u>Salary</u>	<u>Salary</u>
	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>July 1,</u>
	<u>2007</u>	<u>2012</u>
<i>(A) Administration</i>	<i>\$90,745</i>	<i><u>\$90,745</u></i>
<i>(B) Agriculture, food and markets</i>	<i>90,745</i>	<i><u>90,745</u></i>
<i>(C) Banking, insurance, securities,</i>		
<i>and health care administration <u>Financial</u></i>		
<i><u>regulation</u></i>	<i><u>84,834</u></i>	<i><u>84,834</u></i>

<i>(D) Buildings and general services</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(E) Children and families</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(F) Commerce and community development</i>	<i>90,745</i>	<i><u>90,745</u></i>
<i>(G) Corrections</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(H) Defender general</i>	<i>76,953</i>	<i><u>84,834</u></i>
<i>(I) Disabilities, aging, and independent living</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(J) <u>Economic, housing, and community</u> development</i>	<i>76,953</i>	<i><u>76,953</u></i>
<i>(K) Education</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(L) Environmental conservation</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(M) Finance and management</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(N) Fish and wildlife</i>	<i>76,953</i>	<i><u>76,953</u></i>
<i>(O) Forests, parks and recreation</i>	<i>76,953</i>	<i><u>76,953</u></i>
<i>(P) Health</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(Q) Housing and community affairs</i>	<i>76,953</i>	<i><u>76,953</u> [Repealed.]</i>
<i>(R) Human resources</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(S) Human services</i>	<i>90,745</i>	<i><u>90,745</u></i>
<i>(T) Information and innovation</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(U) Labor</i>	<i>84,834</i>	<i><u>84,834</u></i>
<i>(V) Libraries</i>	<i>76,953</i>	<i><u>76,953</u></i>
<i>(W) Liquor control</i>	<i>76,953</i>	<i><u>76,953</u></i>

<i>(X) Lottery</i>	76,953	<u>76,953</u>
<i>(Y) Mental Health</i>	84,834	<u>84,834</u>
<i>(Z) Military</i>	84,834	<u>84,834</u>
<i>(AA) Motor vehicles</i>	76,953	<u>76,953</u>
<i>(BB) Natural resources</i>	90,745	<u>90,745</u>
<i>(CC) Natural resources board chairperson</i>	76,953	<u>76,953</u>
<i>(DD) Public Safety</i>	84,834	<u>84,834</u>
<i>(EE) Public service</i>	84,834	<u>84,834</u>
<i>(FF) Taxes</i>	84,834	<u>84,834</u>
<i>(GG) Tourism and marketing</i>	76,953	<u>76,953</u>
<i>(HH) Transportation</i>	90,745	<u>90,745</u>
<i>(II) Vermont health access</i>	84,834	<u>84,834</u>
<i>(JJ) Veterans <u>Veterans' home</u></i>	76,953	<u>84,834</u>

** * * Judicial Branch * * **

Sec. 5. 32 V.S.A. § 1003(c) is amended to read:

(c) The annual salaries of the officers of the judicial branch named below shall be as follows:

<i>Annual</i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
<i>Salary</i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
<i>as of</i>	<i><u>as of</u></i>	<i><u>as of</u></i>
<i>July 8,</i>	<i><u>July 1,</u></i>	<i><u>July 14,</u></i>

	<u>2007</u>	<u>2012</u>	<u>2013</u>
(1) Chief justice of supreme court	\$135,421	<u>\$139,280</u>	<u>\$144,434</u>
(2) Each associate justice	129,245	<u>132,928</u>	<u>137,847</u>
(3) Administrative judge	129,245	<u>132,928</u>	<u>137,847</u>
(4) Each superior judge	122,867	<u>126,369</u>	<u>131,045</u>
(5) Each district judge	122,867	[Repealed.]	
(6) Each magistrate	92,641	<u>95,281</u>	<u>98,807</u>
(7) Each judicial bureau hearing officer	92,641	<u>95,281</u>	<u>98,807</u>

Sec. 6. 32 V.S.A. § 1141 is amended to read:

§ 1141. ASSISTANT JUDGES

(a)(1) The compensation of each assistant judge of the superior court shall be ~~\$142.04~~ \$146.09 a day as of ~~July 8, 2007,~~ July 1, 2012 and \$151.49 a day as of July 14, 2013 for time spent in the performance of official duties and necessary expenses as allowed to classified state employees. Compensation under this section shall be based on a two-hour minimum and hourly thereafter.

* * *

Sec. 7. 32 V.S.A. § 1142 is amended to read:

§ 1142. PROBATE JUDGES

(a) The annual salaries of the probate judges in the several probate districts, which shall be paid by the state in lieu of all fees or other compensation, shall be as follows:

		<u>Annual</u>	<u>Annual</u>
		<u>Salary</u>	<u>Salary</u>
		<u>as of</u>	<u>as of</u>
		<u>July 1,</u>	<u>July 14,</u>
		<u>2012</u>	<u>2013</u>
(1) Addison	48,439	<u>49,820</u>	<u>51,663</u>
(2) Bennington	61,235	<u>62,980</u>	<u>65,310</u>
(3) Caledonia	42,956	<u>44,180</u>	<u>45,815</u>
(4) Chittenden	91,395	<u>105,104</u>	<u>108,993</u>
(5) Essex	12,000	<u>12,342</u>	<u>12,799</u>
(6) Franklin	48,439	<u>49,820</u>	<u>51,663</u>
(7) Grand Isle	12,000	<u>12,342</u>	<u>12,799</u>
(8) Lamoille	33,816	<u>34,780</u>	<u>36,067</u>
(9) Orange	40,214	<u>41,360</u>	<u>42,890</u>
(10) Orleans	39,300	<u>40,420</u>	<u>41,916</u>
(11) Rutland	86,825	<u>89,300</u>	<u>92,604</u>

(12) Washington	66,718	<u>68,619</u>	<u>71,158</u>
(13) Windham	53,923	<u>55,460</u>	<u>57,512</u>
(14) Windsor	73,116	<u>75,200</u>	<u>77,982</u>

* * *

~~(c) A probate judge whose salary is less than 50 percent of the salary of the most highly paid probate judge shall be eligible only for the least expensive medical benefit plan option available to state employees or may apply the state share of the premium for which the judge is eligible toward the purchase of another state or private health insurance plan. A probate judge whose salary is less than 50 percent of the salary of the most highly paid probate judge may participate in other state employee benefit plans~~ All probate judges, regardless of the number of hours worked annually, shall be eligible to participate in all employee benefits that are available to exempt employees of the judicial department.

Sec. 8. COURT ADMINISTRATOR; WEIGHTED CASELOAD STUDY

The court administrator shall conduct a weighted caseload study of the probate division and report its findings to the senate and house committees on government operations by January 31, 2013.

* * * Sheriffs * * *

Sec. 9. 32 V.S.A. § 1182 is amended to read:

§ 1182. SHERIFFS

(a) *The annual salaries of the sheriffs of all counties except Chittenden shall be ~~\$65,812.00~~ \$67,688.00 as of ~~July 8, 2007~~ July 1, 2012 and \$70,192.00 as of July 14, 2013. The annual salary of the sheriff of Chittenden County shall be ~~\$69,646.00~~ \$71,631.00 as of ~~July 8, 2007~~ July 1, 2012 and \$74,281.00 as of July 14, 2013.*

(b) *Compensation under subsection (a) of this section shall be reduced by 10 percent for any sheriff who has not completed the full-time training requirements under 20 V.S.A. § 2358.*

** * * State's Attorneys * * **

Sec. 10. 32 V.S.A. § 1183 is amended to read:

§ 1183. STATE'S ATTORNEYS

(a) The annual salaries of state's attorneys shall be:

	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 8,</u></i>	<i><u>July 1,</u></i>	<i><u>July 14,</u></i>
	<i><u>2007</u></i>	<i><u>2012</u></i>	<i><u>2013</u></i>
<i>(1) Addison County</i>	<i>\$89,020</i>	<i><u>\$91,557</u></i>	<i><u>\$94,945</u></i>
<i>(2) Bennington County</i>	<i>89,020</i>	<i><u>91,557</u></i>	<i><u>94,945</u></i>
<i>(3) Caledonia County</i>	<i>89,020</i>	<i><u>91,557</u></i>	<i><u>94,945</u></i>
<i>(4) Chittenden County</i>	<i>93,069</i>	<i><u>95,721</u></i>	<i><u>99,263</u></i>

(5) <i>Essex County</i>	66,766	<u>68,669</u>	<u>71,210</u>
(6) <i>Franklin County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(7) <i>Grand Isle County</i>	66,766	<u>68,669</u>	<u>71,210</u>
(8) <i>Lamoille County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(9) <i>Orange County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(10) <i>Orleans County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(11) <i>Rutland County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(12) <i>Washington County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(13) <i>Windham County</i>	89,020	<u>91,557</u>	<u>94,945</u>
(14) <i>Windsor County</i>	89,020	<u>91,557</u>	<u>94,945</u>

(b) In settlement of their accounts the commissioner of finance and management shall allow the state's attorneys the expense of printing briefs in cases in which the state's attorney has represented the state and their necessary and actual expenses under the rules and regulations pertaining to classified state employees.

**** Appropriations ****

Sec. 11. PAY ACT FUNDING

The compensation provided in this act shall be funded by appropriations made in H.781 of the 2011–2012 session of the general assembly in Sec. B.1200 for fiscal year 2013 and in Sec. BB.1200 for fiscal year 2014.

**** Study ****

*Sec. 12. COMMISSIONER OF HUMAN RESOURCES; CASELOAD AND
WORKLOAD STUDY; ATTORNEYS IN THE EXECUTIVE
BRANCH; PAY PLANS*

(a) The commissioner of human resources shall conduct a caseload and workload study that assesses the caseloads and workloads of deputy state's attorneys, public defenders, assistant attorneys general, and staff attorneys in the executive branch and shall report his or her findings to the general assembly on or before March 15, 2013.

(b) The secretary of administration shall create a new pay plan for all exempt attorneys in the executive branch employed by the state who perform legal services in order to create parity and equity in the compensation paid to these attorneys. In creating the pay plan, the secretary shall consider the results of the study in subsection (a) of this section and the relative caseloads and workloads of the attorneys. Notwithstanding any provision of law to the contrary, the secretary shall have final authority over and shall be required to approve all salaries paid to exempt attorneys employed by the state in the executive branch and shall administer the pay plan to ensure that parity and equity in compensation are maintained.

Sec. 13. EFFECTIVE DATE

This act shall take effect on July 1, 2012.