

1 Introduced by Committee on Government Operations

2 Date:

3 Subject: Pay Act; State employees; salaries; cost of living adjustments;

4 appropriations

5 Statement of purpose of bill as introduced: This bill proposes to: (1) authorize
6 cost-of-living adjustments for exempt employees in the Executive Branch;
7 (2) provide the rate of adjustment for the salaries of certain officers in the
8 Executive Branch; (3) adjust the compensation for certain State and county
9 employees; and (4) provide appropriations to fund compensation in the
10 Executive, Judicial, and Legislative Branches.

11 An act relating to compensation for certain State employees

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

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

14 Sec. 1. COST-OF-LIVING ADJUSTMENTS

15 Exempt employees in the Executive Branch may receive a cost-of-living
16 increase in fiscal years 2015 and 2016.

17 Sec. 2. RATE OF ADJUSTMENT

18 For purposes of determining annual salary adjustments, special salary
19 increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), “the total rate

1 of adjustment available to classified employees under the collective bargaining
2 agreement” shall be deemed to be 4.2 percent in fiscal years 2015 and 2016.

3 Sec. 3. 32 V.S.A. § 1003 is amended to read:

4 § 1003. STATE OFFICERS

5 (a) Each elective officer of the Executive Department is entitled to an
6 annual salary as follows:

	<u>Annual Salary</u>	<u>Annual Salary</u>	<u>Annual Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 8, 2007</u>	<u>July 13, 2014</u>	<u>July 12, 2015</u>
10 Governor	\$150,067	<u>\$156,370</u>	<u>\$162,938</u>
11 Lieutenant Governor	63,701	<u>66,376</u>	<u>69,164</u>
12 Secretary of State	95,156	<u>99,153</u>	<u>103,317</u>
13 State Treasurer	95,156	<u>99,153</u>	<u>103,317</u>
14 Auditor of Accounts	95,156	<u>99,153</u>	<u>103,317</u>
15 Attorney General	113,915	<u>118,699</u>	<u>123,685</u>

16 (b) The Governor may appoint each officer of the Executive Branch listed
17 in this subsection at a starting salary ranging from the base salary stated for
18 that position to a salary which does not exceed the maximum salary unless
19 otherwise authorized by this subsection. The maximum salary for each
20 appointive officer shall be 50 percent above the base salary. Annually, the
21 Governor may grant to each of those officers an annual salary adjustment

1 subject to the maximum salary. The annual salary adjustment granted to
2 officers under this subsection shall not exceed the average of the total rate of
3 adjustment available to classified employees under the collective bargaining
4 agreement then in effect. In addition to the annual salary adjustment specified
5 in this subsection, the Governor may grant a special salary increase subject to
6 the maximum salary, or a bonus, to any officer listed in this subsection whose
7 job duties have significantly increased, or whose contributions to the State in
8 the preceding year are deemed especially significant. Special salary increases
9 or bonuses granted to any individual shall not exceed the average of the total
10 rate of adjustment available to classified employees under the collective
11 bargaining agreement then in effect.

12 (1) Heads of the following Departments and Agencies:

	<u>Base Salary</u>	<u>Base Salary</u>	<u>Base Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 1, 2012</u>	<u>July 13, 2014</u>	<u>July 12, 2015</u>
16 (A) Administration	\$90,745	\$94,556	\$98,527
17 (B) Agriculture, Food			
18 and Markets	90,745	94,556	98,527
19 (C) Financial Regulation	84,834	88,397	92,110
20 (D) Buildings and General			
21 Services	84,834	88,397	92,110

1	(E) Children and Families	84,834	<u>88,397</u>	<u>92,110</u>
2	(F) Commerce and Community			
3	Development	90,745	<u>94,556</u>	<u>98,527</u>
4	(G) Corrections	84,834	<u>88,397</u>	<u>92,110</u>
5	(H) Defender General	84,834	<u>88,397</u>	<u>92,110</u>
6	(I) Disabilities, Aging, and			
7	Independent Living	84,834	<u>88,397</u>	<u>92,110</u>
8	(J) Economic Development	76,953	<u>80,185</u>	<u>83,553</u>
9	(K) Education	90,745	<u>94,556</u>	<u>98,527</u>
10	(L) Environmental			
11	Conservation	84,834	<u>88,397</u>	<u>92,110</u>
12	(M) Finance and			
13	Management	84,834	<u>88,397</u>	<u>92,110</u>
14	(N) Fish and Wildlife	76,953	<u>80,185</u>	<u>83,553</u>
15	(O) Forests, Parks and			
16	Recreation	76,953	<u>80,185</u>	<u>83,553</u>
17	(P) Health	84,834	<u>88,397</u>	<u>92,110</u>
18	(Q) Housing and Community			
19	Development	76,953	<u>80,185</u>	<u>83,553</u>
20	(R) Human Resources	84,834	<u>88,397</u>	<u>92,110</u>
21	(S) Human Services	90,745	<u>94,556</u>	<u>98,527</u>

1	(T) Information and			
2	Innovation	84,834	<u>88,397</u>	<u>92,110</u>
3	(U) Labor	84,834	<u>88,397</u>	<u>92,110</u>
4	(V) Libraries	76,953	<u>80,185</u>	<u>83,553</u>
5	(W) Liquor Control	76,953	<u>80,185</u>	<u>83,553</u>
6	(X) Lottery	76,953	<u>80,185</u>	<u>83,553</u>
7	(Y) Mental Health	84,834	<u>88,397</u>	<u>92,110</u>
8	(Z) Military	84,834	<u>88,397</u>	<u>92,110</u>
9	(AA) Motor Vehicles	76,953	<u>80,185</u>	<u>83,553</u>
10	(BB) Natural Resources	90,745	<u>94,556</u>	<u>98,527</u>
11	(CC) Natural Resources Board			
12	Chairperson	76,953	<u>80,185</u>	<u>83,553</u>
13	(DD) Public Safety	84,834	<u>88,397</u>	<u>92,110</u>
14	(EE) Public Service	84,834	<u>88,397</u>	<u>92,110</u>
15	(FF) Taxes	84,834	<u>88,397</u>	<u>92,110</u>
16	(GG) Tourism and Marketing	76,953	<u>80,185</u>	<u>83,553</u>
17	(HH) Transportation	90,745	<u>94,556</u>	<u>98,527</u>
18	(II) Vermont Health Access	84,834	<u>88,397</u>	<u>92,110</u>
19	(JJ) Veterans Home	84,834	<u>88,397</u>	<u>92,110</u>

20 (2) The Secretary of Administration may include the Director of the
21 Office of Professional Regulation in any pay plans which may be established

1 under the authority of subsection 1020(c) of this title, provided the minimum
2 hiring rate does not fall below a base salary, as of ~~July 8, 2007~~ July 13, 2014, of
3 ~~\$65,239.00~~ \$67,979.00 and as of July 12, 2015, of \$70,834.00.

4 * * *

5 * * * Judicial Branch * * *

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

7 (c) The annual salaries of the officers of the Judicial Branch named below
8 shall be as follows:

	Annual	Annual	<u>Annual</u>	<u>Annual</u>	
	Salary	Salary	<u>Salary</u>	<u>Salary</u>	
	as of	as of	<u>as of</u>	<u>as of</u>	
	July 1,	July 14,	<u>July 13,</u>	<u>July 12,</u>	
	2012	2013	<u>2014</u>	<u>2015</u>	
9					
10					
11					
12					
13					
14	(1) Chief justice <u>Justice</u>				
15	of Supreme Court	\$139,280	\$144,434	<u>\$150,500</u>	<u>\$156,821</u>
16	(2) Each associate justice				
17	<u>Associate Justice</u>	132,928	137,847	<u>143,637</u>	<u>149,670</u>
18	(3) Administrative judge	132,928	137,847	<u>143,637</u>	<u>149,670</u>
19	(4) Each superior				
20	<u>Superior judge</u>	126,369	131,045	<u>136,549</u>	<u>142,284</u>
21	(5) Each district judge	Repealed			

1	(6) Each magistrate	95,281	98,807	<u>102,957</u>	<u>107,281</u>
2	(7) Each judicial bureau				
3	<u>Judicial Bureau</u>				
4	hearing officer	95,281	98,807	<u>102,957</u>	<u>107,281</u>

5 Sec. 5. 32 V.S.A. § 1141 is amended to read:

6 § 1141. ASSISTANT JUDGES

7 (a)(1) The compensation of each assistant judge of the Superior Court shall
8 be ~~\$146.09 a day as of July 1, 2012 and \$151.49 a day as of July 14, 2013~~
9 \$157.85 a day as of July 13, 2014 and \$164.48 a day as of July 12, 2015 for
10 time spent in the performance of official duties and necessary expenses as
11 allowed to classified State employees. Compensation under this section shall
12 be based on a two-hour minimum and hourly thereafter.

13 * * *

14 Sec. 6. 32 V.S.A. § 1142 is amended to read:

15 § 1142. PROBATE JUDGES

16 (a) The annual salaries of the Probate judges in the several Probate
17 Districts, which shall be paid by the State in lieu of all fees or other
18 compensation, shall be as follows:

19	Annual	Annual	<u>Annual</u>	<u>Annual</u>
20	Salary	Salary	<u>Salary</u>	<u>Salary</u>
21	as of	as of	<u>as of</u>	<u>as of</u>

	<u>July 1,</u>	<u>July 14,</u>	<u>July 13,</u>	<u>July 12,</u>	
	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	
1					
2					
3	(1) Addison	\$49,820	\$51,663	\$53,833	\$56,094
4	(2) Bennington	62,980	65,310	68,053	70,911
5	(3) Caledonia	44,180	45,815	47,739	49,744
6	(4) Chittenden	105,104	108,993	113,571	118,341
7	(5) Essex	12,342	12,799	13,337	13,897
8	(6) Franklin	49,820	51,663	53,833	56,094
9	(7) Grand Isle	12,342	12,799	13,337	13,897
10	(8) Lamoille	34,780	36,067	37,582	39,160
11	(9) Orange	41,360	42,890	44,691	46,568
12	(10) Orleans	40,420	41,916	43,676	45,510
13	(11) Rutland	89,300	92,604	96,493	100,546
14	(12) Washington	68,619	71,158	74,147	77,261
15	(13) Windham	55,460	57,512	59,928	62,445
16	(14) Windsor	75,200	77,982	81,257	84,670
17		* * *			

1	(3) Caledonia County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
2	(4) Chittenden County	95,721	99,263	<u>103,432</u>	<u>107,776</u>
3	(5) Essex County	68,669	71,210	<u>74,201</u>	<u>77,317</u>
4	(6) Franklin County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
5	(7) Grand Isle County	68,669	71,210	<u>74,201</u>	<u>77,317</u>
6	(8) Lamoille County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
7	(9) Orange County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
8	(10) Orleans County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
9	(11) Rutland County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
10	(12) Washington County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
11	(13) Windham County	91,557	94,945	<u>98,933</u>	<u>103,088</u>
12	(14) Windsor County	91,557	94,945	<u>98,933</u>	<u>103,088</u>

13 * * *

14 * * * Appropriations * * *

15 Sec. 9. PAY ACT APPROPRIATIONS

16 (a) Executive Branch. The two-year agreements between the State of
17 Vermont and the Vermont State Employees' Association for the Defender
18 General, nonmanagement, supervisory, and corrections bargaining units for the
19 period July 1, 2014 through June 30, 2016; the collective bargaining agreement
20 with the Vermont Troopers' Association for the period of July 1, 2015 through

1 June 30, 2016; and salary increases for exempt employees shall be funded as
2 follows:

3 (1) Fiscal Year 2015.

4 (A) General Fund. The amount of \$7,171,193.00 is appropriated
5 from the General Fund to the Secretary of Administration for distribution to
6 departments to fund the fiscal year 2015 collective bargaining agreements and
7 the requirements of this act.

8 (B) Transportation Fund. The amount of \$2,000,000.00 is
9 appropriated from the Transportation Fund to the Secretary of Administration
10 for distribution to the Agency of Transportation and the Department of Public
11 Safety to fund the fiscal year 2015 collective bargaining agreements and the
12 requirements of this act.

13 (C) Other funds. The administration shall provide additional
14 spending authority to departments through the existing process of excess
15 receipts to fund the fiscal year 2015 collective bargaining agreements and the
16 requirements of this act. The estimated amounts are \$11,591,844.00 from
17 special fund, federal, and other sources.

18 (D) With due regard to the possible availability of other funds, for
19 fiscal year 2015, the Secretary of Administration may transfer from the various
20 appropriations and various funds and from the receipts of the Liquor Control

1 Board such sums as the Secretary may determine to be necessary to carry out
2 the purposes of this act to the various agencies supported by State funds.

3 (2) Fiscal Year 2016.

4 (A) General Fund. The amount of \$8,499,668.00 is appropriated
5 from the General Fund to the Secretary of Administration for distribution to
6 departments to fund the fiscal year 2016 collective bargaining agreements and
7 the requirements of this act.

8 (B) Transportation Fund. The amount of \$2,000,000.00 is
9 appropriated from the Transportation Fund to the Secretary of Administration
10 for distribution to the Agency of Transportation and the Department of Public
11 Safety to fund the fiscal year 2016 collective bargaining agreements and the
12 requirements of this act.

13 (C) Other funds. The administration shall provide additional
14 spending authority to departments through the existing process of excess
15 receipts to fund the fiscal year 2016 collective bargaining agreements and the
16 requirements of this act. The estimated amounts are \$13,594,459.00 from
17 special fund, federal, and other sources.

18 (D) With due regard to the possible availability of other funds, for
19 fiscal year 2016, the Secretary of Administration may transfer from the various
20 appropriations and various funds and from the receipts of the Liquor Control

1 Board such sums as the Secretary may determine to be necessary to carry out
2 the purposes of this act to the various agencies supported by State funds.

3 (3) This section shall include sufficient funding to ensure administration
4 of exempt pay plans authorized by 32 V.S.A. § 1020(c).

5 (b) Judicial Branch.

6 (1) The Chief Justice of the Vermont Supreme Court may extend the
7 provisions of the Judiciary's collective bargaining agreement to Judiciary
8 employees who are not covered by the bargaining agreement.

9 (2) The two-year agreements between the State of Vermont and the
10 Vermont State Employees' Association for the judicial bargaining unit for the
11 period July 1, 2014 through June 30, 2016 and salary increases for exempt
12 employees shall be funded as follows:

13 (A) Fiscal Year 2015. The amount of \$893,972.00 is appropriated
14 from the General Fund to the Judiciary to fund the fiscal year 2015 collective
15 bargaining agreement and the requirements of this act.

16 (B) Fiscal Year 2016. The amount of \$1,128,837.00 is appropriated
17 from the General Fund to the Judiciary to fund the fiscal year 2016 collective
18 bargaining agreement and the requirements of this act.

19 (c) Legislative Branch. For the period July 1, 2014 through June 30, 2016,
20 the Legislature shall be funded as follows:

