

1
2
3
4
5
6
7
8
9
10
11
12

13
14
15
16
17
18
19

H.888

Introduced by Committee on Government Operations

Date:

Subject: Pay Act; State employees; cost of living adjustments; appropriations

Statement of purpose of bill as introduced: This bill proposes to:

(1) authorize cost-of-living adjustments for exempt employees in the Executive Branch; (2) provide the rate of adjustment for the salaries of certain officers in the Executive Branch; (3) adjust the compensation for certain statutory State and county officers; (4) provide appropriations to fund compensation increases in the Executive, Judicial, and Legislative Branches; and (5) require the Administration to reduce authorized exempt and classified positions in the State workforce by five percent through natural attrition.

An act relating to compensation for certain State employees

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

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

Sec. 1. COST-OF-LIVING ADJUSTMENTS

Exempt employees in the Executive Branch may receive cost-of-living increases not to exceed 3.7 percent in fiscal year 2017 and not to exceed 3.95 percent in fiscal year 2018.

1 Sec. 2. RATE OF ADJUSTMENT

2 For purposes of determining annual salary adjustments, special salary
3 increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), “the total rate
4 of adjustment available to classified employees under the collective bargaining
5 agreement” shall be 3.7 percent in fiscal year 2017 and 3.95 percent in fiscal
6 year 2018.

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

8 § 1003. STATE OFFICERS

9 (a) Each elective officer of the Executive Department is entitled to an
10 annual salary 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 13,	July 12,	<u>July 10,</u>	<u>July 09,</u>
	2014	2015	<u>2016</u>	<u>2017</u>
16 Governor	\$155,019	\$160,135	<u>\$166,060</u>	<u>\$172,619</u>
17 Lieutenant Governor	65,803	67,975	<u>70,490</u>	<u>73,274</u>
18 Secretary of State	98,296	101,540	<u>105,297</u>	<u>109,456</u>
19 State Treasurer	98,296	101,540	<u>105,297</u>	<u>109,456</u>
20 Auditor of Accounts	98,296	101,540	<u>105,297</u>	<u>109,456</u>
21 Attorney General	117,674	121,557	<u>126,055</u>	<u>131,034</u>

1 (b) The Governor may appoint each officer of the Executive Branch listed
2 in this subsection at a starting salary ranging from the base salary stated for
3 that position to a salary which does not exceed the maximum salary unless
4 otherwise authorized by this subsection. The maximum salary for each
5 appointive officer shall be 50 percent above the base salary. Annually, the
6 Governor may grant to each of those officers an annual salary adjustment
7 subject to the maximum salary. The annual salary adjustment granted to
8 officers under this subsection shall not exceed the average of the total rate of
9 adjustment available to classified employees under the collective bargaining
10 agreement then in effect. In addition to the annual salary adjustment specified
11 in this subsection, the Governor may grant a special salary increase subject to
12 the maximum salary, or a bonus, to any officer listed in this subsection whose
13 job duties have significantly increased, or whose contributions to the State in
14 the preceding year are deemed especially significant. Special salary increases
15 or bonuses granted to any individual shall not exceed the average of the total
16 rate of adjustment available to classified employees under the collective
17 bargaining agreement then in effect.

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

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

	July 13,	July 12,	<u>July 10,</u>	<u>July 09,</u>
	2014	2015	<u>2016</u>	<u>2017</u>
1				
2				
3	(A) Administration	\$93,740	\$96,833	\$100,416 \$104,382
4	(B) Agriculture,			
5	Food and Markets	93,740	96,833	100,416 104,382
6	(C) Financial Regulation	87,634	90,525	93,874 97,582
7	(D) Buildings and General			
8	Services	87,634	90,525	93,874 97,582
9	(E) Children and Families	87,634	90,525	93,874 97,582
10	(F) Commerce and Community			
11	Development	93,740	96,833	100,416 104,382
12	(G) Corrections	87,634	90,525	93,874 97,582
13	(H) Defender General	87,634	90,525	93,874 97,582
14	(I) Disabilities, Aging, and			
15	Independent Living	87,634	90,525	93,874 97,582
16	(J) Economic Development	79,492	82,116	85,154 88,518
17	(K) Education	93,740	96,833	100,416 104,382
18	(L) Environmental			
19	Conservation	87,634	90,525	93,874 97,582
20	(M) Finance and			
21	Management	87,634	90,525	93,874 97,582

1	(N) Fish and Wildlife	79,492	82,116	<u>85,154</u>	<u>88,518</u>
2	(O) Forests, Parks and				
3	Recreation	79,492	82,116	<u>85,154</u>	<u>88,518</u>
4	(P) Health	87,634	90,525	<u>93,874</u>	<u>97,582</u>
5	(Q) Housing and Community				
6	Development	79,492	82,116	<u>85,154</u>	<u>88,518</u>
7	(R) Human Resources	87,634	90,525	<u>93,874</u>	<u>97,582</u>
8	(S) Human Services	93,740	96,833	<u>100,416</u>	<u>104,382</u>
9	(T) Information and				
10	Innovation	87,634	90,525	<u>93,874</u>	<u>97,582</u>
11	(U) Labor	87,634	90,525	<u>93,874</u>	<u>97,582</u>
12	(V) Libraries	79,492	82,116	<u>85,154</u>	<u>88,518</u>
13	(W) Liquor Control	79,492	82,116	<u>85,154</u>	<u>88,518</u>
14	(X) Lottery	79,492	82,116	<u>85,154</u>	<u>88,518</u>
15	(Y) Mental Health	87,634	90,525	<u>93,874</u>	<u>97,582</u>
16	(Z) Military	87,634	90,525	<u>93,874</u>	<u>97,582</u>
17	(AA) Motor Vehicles	79,492	82,116	<u>85,154</u>	<u>88,518</u>
18	(BB) Natural Resources	93,740	96,833	<u>100,416</u>	<u>104,382</u>
19	(CC) Natural Resources Board				
20	Chairperson	79,492	82,116	<u>85,154</u>	<u>88,518</u>
21	(DD) Public Safety	87,634	90,525	<u>93,874</u>	<u>97,582</u>

1	(EE) Public Service	87,634	90,525	<u>93,874</u>	<u>97,582</u>
2	(FF) Taxes	87,634	90,525	<u>93,874</u>	<u>97,582</u>
3	(GG) Tourism and				
4	Marketing	79,492	82,116	<u>85,154</u>	<u>88,518</u>
5	(HH) Transportation	93,740	96,833	<u>100,416</u>	<u>104,382</u>
6	(II) Vermont Health Access	87,634	90,525	<u>93,874</u>	<u>97,582</u>
7	(JJ) Veterans' Home	87,634	90,525	<u>93,874</u>	<u>97,582</u>

8 (2) The Secretary of Administration may include the Director of the
9 Office of Professional Regulation in any pay plans ~~which~~ that may be
10 established under the authority of subsection 1020(c) of this title, provided the
11 minimum hiring rate does not fall below a base salary, as of ~~July 13, 2014, of~~
12 ~~\$67,392.00~~ July 10, 2016, of \$72,192.00 and as of ~~July 12, 2015, of~~
13 ~~\$69,616.00~~ July 09, 2017, of \$75,044.00.

14 * * *

15 * * * Judicial Branch * * *

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

17 (c) The officers of the Judicial Branch named below shall be entitled to
18 annual salaries 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>

	July 13,	July 12,	<u>July 10,</u>	<u>July 09,</u>
	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
(1) Chief Justice of Supreme Court	\$149,200	\$154,124	<u>\$159,827</u>	<u>\$166,140</u>
(2) Each Associate Justice	142,396	147,095	<u>152,538</u>	<u>158,563</u>
(3) Administrative judge	142,396	147,095	<u>152,538</u>	<u>158,563</u>
(4) Each Superior judge	135,369	139,837	<u>145,011</u>	<u>150,739</u>
(5) [Repealed.]				
(6) Each magistrate	102,068	105,436	<u>109,337</u>	<u>113,656</u>
(7) Each Judicial Bureau hearing officer	102,068	105,436	<u>109,337</u>	<u>113,656</u>

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

§ 1141. ASSISTANT JUDGES

(a)(1) Each assistant judge of the Superior Court shall be entitled to receive compensation in the amount of ~~\$156.49 a day as of July 13, 2014 and \$161.65 a day as of July 12, 2015~~ \$167.63 a day as of July 10, 2016 and \$174.25 a day as of July 09, 2017 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.

* * *

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

2 § 1142. PROBATE JUDGES

3 (a) The Probate judges in the several Probate Districts shall be entitled to
4 receive the following annual salaries, which shall be paid by the State in lieu of
5 all fees or other compensation:

	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 13,	July 12,	<u>July 10,</u>	<u>July 09,</u>	
	2014	2015	<u>2016</u>	<u>2017</u>	
6					
7					
8					
9					
10					
11	(1) Addison	\$53,368	\$55,129	<u>\$57,169</u>	<u>\$59,427</u>
12	(2) Bennington	67,465	69,692	<u>72,271</u>	<u>75,126</u>
13	(3) Caledonia	47,327	48,889	<u>50,698</u>	<u>52,701</u>
14	(4) Chittenden	112,590	116,305	<u>120,608</u>	<u>125,372</u>
15	(5) Essex	13,221	13,658	<u>14,163</u>	<u>14,722</u>
16	(6) Franklin	53,368	55,129	<u>57,169</u>	<u>59,427</u>
17	(7) Grand Isle	13,221	13,658	<u>14,163</u>	<u>14,722</u>
18	(8) Lamoille	37,257	38,487	<u>39,911</u>	<u>41,487</u>
19	(9) Orange	44,305	45,767	<u>47,460</u>	<u>49,335</u>
20	(10) Orleans	43,299	44,728	<u>46,383</u>	<u>48,215</u>
21	(11) Rutland	95,660	98,817	<u>102,473</u>	<u>106,521</u>

1	(12) Washington	73,506	75,932	<u>78,741</u>	<u>81,851</u>
2	(13) Windham	59,410	61,370	<u>63,641</u>	<u>66,155</u>
3	(14) Windsor	80,555	83,214	<u>86,293</u>	<u>89,702</u>

4 * * *

5 * * * Sheriffs * * *

6 Sec. 7. 32 V.S.A. § 1182 is amended to read:

7 § 1182. SHERIFFS

8 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
9 salaries in the amount of ~~\$72,508.00 as of July 13, 2014 and \$74,901.00 as of~~
10 ~~July 12, 2015~~ \$77,672.00 as of July 10, 2016 and \$80,740.00 as of
11 July 09, 2017. The Sheriff of Chittenden County shall be entitled to an annual
12 salary in the amount of ~~\$76,732.00 as of July 13, 2014 and \$79,264.00 as of~~
13 ~~July 12, 2015~~ \$82,197.00 as of July 10, 2016 and \$85,444.00 as of
14 July 09, 2017.

15 * * *

16 * * * State's Attorneys * * *

17 Sec. 8. 32 V.S.A. § 1183 is amended to read:

18 § 1183. STATE'S ATTORNEYS

19 (a) The State's Attorneys shall be entitled to receive annual salaries as
20 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 13,	July 12,	<u>July 10,</u>	<u>July 09,</u>	
	2014	2015	<u>2016</u>	<u>2017</u>	
1					
2					
3					
4					
5					
6	(1) Addison County	\$98,078	\$101,315	<u>\$105,064</u>	<u>\$109,214</u>
7	(2) Bennington County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
8	(3) Caledonia County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
9	(4) Chittenden County	102,539	105,922	<u>109,841</u>	<u>114,180</u>
10	(5) Essex County	73,560	75,987	<u>78,799</u>	<u>81,912</u>
11	(6) Franklin County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
12	(7) Grand Isle County	73,560	75,987	<u>78,799</u>	<u>81,912</u>
13	(8) Lamoille County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
14	(9) Orange County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
15	(10) Orleans County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
16	(11) Rutland County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
17	(12) Washington County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
18	(13) Windham County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
19	(14) Windsor County	98,078	101,315	<u>105,064</u>	<u>109,214</u>
20		* * *			

*** Appropriations ***

Sec. 9. PAY ACT APPROPRIATIONS

(a) Executive Branch. The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the Defender General, nonmanagement, supervisory, and corrections bargaining units for the period July 1, 2016 through June 30, 2018; the collective bargaining agreement with the Vermont Troopers' Association for the period of July 1, 2016 through June 30, 2018; and salary increases for employees in the Executive Branch not covered by the bargaining agreements shall be funded as follows:

(1) Fiscal Year 2017.

(A) General Fund. The amount of \$8,519,893.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2017 collective bargaining agreements and the requirements of this act.

(B) Transportation Fund. The amount of \$1,850,000.00 is appropriated from the Transportation Fund to the Secretary of Administration for distribution to the Agency of Transportation and the Department of Public Safety to fund the fiscal year 2017 collective bargaining agreements and the requirements of this act.

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

1 receipts to fund the fiscal year 2017 collective bargaining agreements and the
2 requirements of this act. The estimated amounts are \$13,309,670.00 from
3 special fund, federal, and other sources.

4 (D) With due regard to the possible availability of other funds, for
5 fiscal year 2017, 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 2018.

10 (A) General Fund. The amount of \$10,119,579.00 is appropriated
11 from the General Fund to the Secretary of Administration for distribution to
12 departments to fund the fiscal year 2018 collective bargaining agreements and
13 the requirements of this act.

14 (B) Transportation Fund. The amount of \$1,850,000.00 is
15 appropriated from the Transportation Fund to the Secretary of Administration
16 for distribution to the Agency of Transportation and the Department of Public
17 Safety to fund the fiscal year 2018 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 2018 collective bargaining agreements and the

1 requirements of this act. The estimated amounts are \$16,122,510 from special
2 fund, federal, and other sources.

3 (D) With due regard to the possible availability of other funds, for
4 fiscal year 2018, 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) This section shall include sufficient funding to ensure administration
9 of exempt pay plans authorized by 32 V.S.A. § 1020(c).

10 (b) Judicial Branch.

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

14 (2) The two-year agreements between the State of Vermont and the
15 Vermont State Employees' Association for the judicial bargaining unit for the
16 period July 1, 2016 through June 30, 2018 and salary increases for employees
17 in the Judicial Branch not covered by the bargaining agreements shall be
18 funded as follows:

19 (A) Fiscal Year 2017. The amount of \$985,740.00 is appropriated
20 from the General Fund to the Judiciary to fund the fiscal year 2017 collective
21 bargaining agreement and the requirements of this act.

1 (B) Fiscal Year 2018. The amount of \$ 1,049,722 is appropriated
2 from the General Fund to the Judiciary to fund the fiscal year 2018 collective
3 bargaining agreement and the requirements of this act.

4 (c) Legislative Branch. For the period July 1, 2016 through June 30, 2018,
5 the Legislature shall be funded as follows:

6 (1) Fiscal Year 2017. The amount of \$217,169.00 is appropriated from
7 the General Fund to the Legislative Branch.

8 (2) Fiscal Year 2018. The amount of \$241,205.00 is appropriated from
9 the General Fund to the Legislative Branch.

10 * * * Administration; Reduction of Positions * * *

11 Sec. 10. REDUCTION OF EXECUTIVE BRANCH WORKFORCE;

12 REPORT

13 (a) On or before July 1, 2020, the Administration shall reduce authorized
14 exempt and classified positions in the State workforce by five percent through
15 natural attrition.

16 (b) Annually, on or before January 15 until January 15, 2021, the Secretary
17 of Administration shall report to the House and Senate Committees on
18 Government Operations and on Appropriations regarding:

19 (1) the Administration's progress in reaching the requirement to reduce
20 positions set forth in subsection (a) of this section;

1 (2) any recommendations regarding State programs or other functions
2 that should be reduced or eliminated in accordance with that reduction in
3 positions; and

4 (3) any recommendations regarding State functions that should be
5 performed using permanent State employees, rather than with temporary
6 employees or through contracting.

7 * * * Effective Date * * *

8 Sec. 11. EFFECTIVE DATE

9 This act shall take effect on July 1, 2016.