

1 H.888

2 Introduced by Committee on Government Operations

3 Date:

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

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

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

13 An act relating to compensation for certain State employees

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

15 \* \* \* Exempt Employees in the Executive Branch \* \* \*

16 Sec. 1. COST-OF-LIVING ADJUSTMENTS

17 Exempt employees in the Executive Branch may receive cost-of-living

18 increases not to exceed 3.7 percent in fiscal year 2017 and not to exceed

19 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:

	<del>Annual</del>	<del>Annual</del>	<u>Annual</u>	<u>Annual</u>
	<del>Salary</del>	<del>Salary</del>	<u>Salary</u>	<u>Salary</u>
	<del>as of</del>	<del>as of</del>	<u>as of</u>	<u>as of</u>
	<del>July 13,</del>	<del>July 12,</del>	<u>July 10,</u>	<u>July 09,</u>
	<del>2014</del>	<del>2015</del>	<u>2016</u>	<u>2017</u>
16       Governor	<del>\$155,019</del>	<del>\$160,135</del>	<u>\$166,060</u>	<u>\$172,619</u>
17       Lieutenant Governor	<del>65,803</del>	<del>67,975</del>	<u>70,490</u>	<u>73,274</u>
18       Secretary of State	<del>98,296</del>	<del>101,540</del>	<u>105,297</u>	<u>109,456</u>
19       State Treasurer	<del>98,296</del>	<del>101,540</del>	<u>105,297</u>	<u>109,456</u>
20       Auditor of Accounts	<del>98,296</del>	<del>101,540</del>	<u>105,297</u>	<u>109,456</u>
21       Attorney General	<del>117,674</del>	<del>121,557</del>	<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	<del>Base</del>	<del>Base</del>	<u>Base</u>	<u>Base</u>
20	<del>Salary</del>	<del>Salary</del>	<u>Salary</u>	<u>Salary</u>
21	<del>as of</del>	<del>as of</del>	<u>as of</u>	<u>as of</u>

	<del>July 13,</del>	<del>July 12,</del>	<u>July 10,</u>	<u>July 09,</u>	
	<del>2014</del>	<del>2015</del>	<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>



	<del>July 13,</del>	<del>July 12,</del>	<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	<del>142,396</del>	<del>147,095</del>	<u>152,538</u>	<u>158,563</u>
(3) Administrative judge	<del>142,396</del>	<del>147,095</del>	<u>152,538</u>	<u>158,563</u>
(4) Each Superior judge	<del>135,369</del>	<del>139,837</del>	<u>145,011</u>	<u>150,739</u>
(5) [Repealed.]				
(6) Each magistrate	<del>102,068</del>	<del>105,436</del>	<u>109,337</u>	<u>113,656</u>
(7) Each Judicial Bureau hearing officer	<del>102,068</del>	<del>105,436</del>	<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:

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

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



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

6           (C) Other funds. The Administration shall provide additional  
7           spending authority to departments through the existing process of excess  
8           receipts to fund the fiscal year 2017 collective bargaining agreements and the  
9           requirements of this act. The estimated amounts are \$13,309,670.00 from  
10          special fund, federal, and other sources.

11          (D) With due regard to the possible availability of other funds, for  
12          fiscal year 2017, the Secretary of Administration may transfer from the various  
13          appropriations and various funds and from the receipts of the Liquor Control  
14          Board such sums as the Secretary may determine to be necessary to carry out  
15          the purposes of this act to the various agencies supported by State funds.

16          (2) Fiscal Year 2018.

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

1           (B) Transportation Fund. The amount of \$1,850,000.00 is  
2           appropriated from the Transportation Fund to the Secretary of Administration  
3           for distribution to the Agency of Transportation and the Department of Public  
4           Safety to fund the fiscal year 2018 collective bargaining agreements and the  
5           requirements of this act.

6           (C) Other funds. The Administration shall provide additional  
7           spending authority to departments through the existing process of excess  
8           receipts to fund the fiscal year 2018 collective bargaining agreements and the  
9           requirements of this act. The estimated amounts are \$16,122,510.00 from  
10           special fund, federal, and other sources.

11           (D) With due regard to the possible availability of other funds, for  
12           fiscal year 2018, the Secretary of Administration may transfer from the various  
13           appropriations and various funds and from the receipts of the Liquor Control  
14           Board such sums as the Secretary may determine to be necessary to carry out  
15           the purposes of this act to the various agencies supported by State funds.

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

18           (b) Judicial Branch.

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

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

          (A) Fiscal Year 2017. The amount of ~~\$985,740.00~~ \$938,216.00 is  
appropriated from the General Fund to the Judiciary to fund the fiscal year  
2017 collective bargaining agreement and the requirements of this act.

          (B) Fiscal Year 2018. The amount of ~~\$1,049,722~~ \$1,125,224.00 is  
appropriated from the General Fund to the Judiciary to fund the fiscal year  
2018 collective bargaining agreement and the requirements of this act.

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

          (1) Fiscal Year 2017. The amount of ~~\$217,169.00~~ \$239,000.00 is  
appropriated from the General Fund to the Legislative Branch.

          (2) Fiscal Year 2018. The amount of ~~\$241,205.00~~ \$266,000.00 is  
appropriated from the General Fund to the Legislative Branch.

8           ~~\*\*\* Administration; Reduction of Positions \*\*\*~~

9           ~~Sec. 10. REDUCTION OF EXECUTIVE BRANCH WORKFORCE;~~

10           ~~REPORT~~

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

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

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

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

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

*\* \* \* Administration; Optimization of Workforce \* \* \**

*Sec. 10. ADMINISTRATION; REPORT; STREAMLINING OF*

*GOVERNMENT FUNCTIONS*

*Annually, on or before January 15, 2017 until January 15, 2021, the*  
*Secretary of Administration shall report to the House and Senate Committees*  
*on Government Operations and on Appropriations regarding the identification*  
*of programs or functions within the Executive Branch through which the use of*

