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**Act No. 191 (H.928). Executive Branch; Judicial Branch; Legislative Branch; State employees; compensation increases; appropriations**

**An act relating to compensation for certain State employees (Pay Act)**

This is the Pay Act for Fiscal Years 2019 and 2020. A Pay Act usually occurs once every two years, after the State and bargaining units representing classified State employees in the Executive Branch negotiate a new two-year collective bargaining agreement. This year, the State and the Vermont State Employees' Association (VSEA) were not able to reach agreement on all of the contract provisions and therefore, pursuant to statute, the State and the VSEA each submitted their last best offers to the Vermont Labor Relations Board. The Board ultimately chose the State's last best offer, which, in regard to most classified Executive Branch employee compensation increases, would provide a **1.9% step increase** in July 2018 and July 2019 (with that 1.9% being the average cost of step pay plan advancement) and a **1.35% across-the-board increase** in January 2019 and January 2020. This Pay Act fully funds the compensation increases provided in the Board decision for classified Executive Branch employees (which, pursuant to statute, means the collective bargaining agreement will take effect at the beginning of Fiscal Year 2019).

Additionally, this Pay Act: 1) allows exempt employees in the Executive Branch to receive those same 1.9% and 1.35% compensation increases that will be provided to classified Executive Branch employees; 2) amends statute to provide those same increases to the Executive and Judicial Branch officers whose salaries are set forth in statutory law; and 3) appropriates money to all three branches of State government in order to fund compensation increases.

Multiple effective dates, beginning on July 1, 2018