

H.928

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

The Senate proposes to the House to amend the bill by striking out all after the enacting clause and inserting in lieu thereof the following:

\* \* \* Executive Branch; Exempt Employees; Fiscal Years 2019 and 2020 \* \* \*

Sec. 1. EXECUTIVE BRANCH; EXEMPT EMPLOYEES; PERMITTED  
SALARY INCREASES; FISCAL YEARS 2019 AND 2020

(a) Exempt employees in the Executive Branch may receive salary increases not to exceed:

(1) In Fiscal Year 2019:

(A) 1.9 percent beginning on July 8, 2018; and

(B) 1.35 percent beginning on January 6, 2019.

(2) In Fiscal Year 2020:

(A) 1.9 percent beginning on July 7, 2019; and

(B) 1.35 percent beginning on January 5, 2020.

(b) The permitted increases set forth in subsection (a) of this section are consistent with the collective bargaining agreement between the State and the Vermont State Employees' Association for classified employees in the Executive Branch, which provides for a 1.9 percent step increase in July 2018 and 2019 and a 1.35 percent across-the-board increase in January 2019 and

2020, resulting in an overall budgetary impact of 2.575 percent in Fiscal Year 2019 and of 3.25 percent in Fiscal Year 2020.

Sec. 2. EXECUTIVE BRANCH; EXEMPT AGENCY AND DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND SPECIAL SALARY INCREASE OR BONUS

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 the fiscal equivalent of compensation increases provided in the collective bargaining agreement, which is as follows:

(1) In Fiscal Year 2019, 2.575 percent.

(2) In Fiscal Year 2020, 3.25 percent.

\* \* \* Executive Branch; Miscellaneous Statutory Salaries;

Fiscal Year 2019 \* \* \*

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

§ 1003. STATE OFFICERS

(a) Each elective officer of the Executive Department is entitled to an 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 10,</del>	<del>July 09,</del>	<u>July 8,</u>	<u>January 6,</u>
	<del>2016</del>	<del>2017</del>	<u>2018</u>	<u>2019</u>
Governor	<del>\$166,060</del>	<del>\$172,619</del>	<u>\$175,899</u>	<u>\$178,274</u>
Lieutenant Governor	<del>70,490</del>	<del>73,274</del>	<u>74,666</u>	<u>75,674</u>
Secretary of State	<del>105,297</del>	<del>109,456</del>	<u>111,536</u>	<u>113,042</u>
State Treasurer	<del>105,297</del>	<del>109,456</del>	<u>111,536</u>	<u>113,042</u>
Auditor of Accounts	<del>105,297</del>	<del>109,456</del>	<u>111,536</u>	<u>113,042</u>
Attorney General	<del>126,055</del>	<del>131,034</del>	<u>133,524</u>	<u>135,327</u>

(b) The Governor may appoint each officer of the Executive Branch listed in this subsection at a starting salary ranging from the base salary stated for that position to a salary ~~which~~ that does not exceed the maximum salary unless otherwise authorized by this subsection. The maximum salary for each appointive officer shall be 50 percent above the base salary. Annually, the Governor may grant to each of those officers an annual salary adjustment subject to the maximum salary. The annual salary adjustment granted to officers under this subsection shall not exceed the average of the total rate of adjustment available to classified employees under the collective bargaining agreement then in effect. In addition to the annual salary adjustment specified in this subsection, the Governor may grant a special salary increase subject to the maximum salary, or a bonus, to any officer listed in this subsection whose

job duties have significantly increased, or whose contributions to the State in the preceding year are deemed especially significant. Special salary increases or bonuses granted to any individual shall not exceed the average of the total rate of adjustment available to classified employees under the collective bargaining agreement then in effect.

(1) Heads of the following Departments and Agencies:

	<del>Base</del>	<del>Base</del>	<u>Base</u>	<u>Base</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 10,</del>	<del>July 09,</del>	<u>July 8,</u>	<u>January 6,</u>
	<del>2016</del>	<del>2017</del>	<u>2018</u>	<u>2019</u>
(A) Administration	<del>\$100,416</del>	<del>\$104,382</del>	<u>\$106,365</u>	<u>\$107,801</u>
(B) Agriculture,				
Food and Markets	<del>100,416</del>	<del>104,382</del>	<u>106,365</u>	<u>107,801</u>
(C) Financial Regulation	<del>93,874</del>	<del>97,582</del>	<u>99,436</u>	<u>100,778</u>
(D) Buildings and General				
Services	<del>93,874</del>	<del>97,582</del>	<u>99,436</u>	<u>100,778</u>
(E) Children and Families	<del>93,874</del>	<del>97,582</del>	<u>99,436</u>	<u>100,778</u>
(F) Commerce and Community				
Development	<del>100,416</del>	<del>104,382</del>	<u>106,365</u>	<u>107,801</u>
(G) Corrections	<del>93,874</del>	<del>97,582</del>	<u>99,436</u>	<u>100,778</u>

(H) Defender General	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(I) Disabilities, Aging, and Independent Living	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(J) Economic Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(K) Education	100,416	104,382	<u>106,365</u>	<u>107,801</u>
(L) Environmental Conservation	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(M) Finance and Management	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(N) Fish and Wildlife	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(O) Forests, Parks and Recreation	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(P) Health	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(Q) Housing and Community Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(R) Human Resources	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(S) Human Services	100,416	104,382	<u>106,365</u>	<u>107,801</u>
(T) <del>Information and Innovation</del> <u>Digital Services</u>	93,874	97,582	<u>106,365</u>	<u>107,801</u>
(U) Labor	93,874	97,582	<u>99,436</u>	<u>100,778</u>

(V) Libraries	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(W) Liquor Control	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(X) Lottery	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(Y) Mental Health	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(Z) Military	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(AA) Motor Vehicles	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(BB) Natural Resources	<del>100,416</del>	<del>104,382</del>	<u>106,365</u>	<u>107,801</u>
(CC) Natural Resources Board				
<del>Chairperson</del> <u>Chair</u>	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(DD) Public Safety	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(EE) Public Service	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(FF) Taxes	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(GG) Tourism and				
Marketing	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(HH) Transportation	<del>100,416</del>	<del>104,382</del>	<u>106,365</u>	<u>107,801</u>
(II) Vermont Health Access	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(JJ) Veterans' Home	93,874	97,582	<u>99,436</u>	<u>100,778</u>

(2) The Secretary of Administration may include the Director of the Office of Professional Regulation in any pay plans that may be established under the authority of subsection 1020(c) of this title, provided the minimum hiring rate does not fall below a base salary, as of ~~July 10, 2016,~~ of \$72,192.00

~~and as of July 09, 2017, of \$75,044.00~~ July 8, 2018 of \$76,470.00 and as of January 6, 2019 of \$77,502.00.

(3) If the Chair of the Natural Resources Board is employed on less than a full-time basis, the hiring and salary maximums for that position shall be reduced proportionately.

(4) When a permanent employee is appointed to an exempt position, the Governor may authorize such employee to retain the present salary even though it is in excess of any salary maximum provided in statute.

\* \* \*

\* \* \* Executive Branch; Miscellaneous Statutory Salaries;

Fiscal Year 2020 \* \* \*

Sec. 4. 32 V.S.A. § 1003 is amended to read:

§ 1003. STATE OFFICERS

(a) Each elective officer of the Executive Department is entitled to an 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 8,</del>	<del>January 6,</del>	<u>July 7,</u>	<u>January 5,</u>
	<del>2018</del>	<del>2019</del>	<u>2019</u>	<u>2020</u>
Governor	<del>\$175,899</del>	<del>\$178,274</del>	<u>\$181,661</u>	<u>\$184,113</u>

Lieutenant Governor	<del>74,666</del>	<del>75,674</del>	<u>77,112</u>	<u>78,153</u>
Secretary of State	<del>111,536</del>	<del>113,042</del>	<u>115,190</u>	<u>116,745</u>
State Treasurer	<del>111,536</del>	<del>113,042</del>	<u>115,190</u>	<u>116,745</u>
Auditor of Accounts	<del>111,536</del>	<del>113,042</del>	<u>115,190</u>	<u>116,745</u>
Attorney General	<del>133,524</del>	<del>135,327</del>	<u>137,898</u>	<u>139,760</u>

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



rate of adjustment available to classified employees under the collective bargaining agreement then in effect.

(1) Heads of the following Departments and Agencies:

	<u>Base</u>	<u>Base</u>	<u>Base</u>	<u>Base</u>
	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>January 6,</u>	<u>July 7,</u>	<u>January 5,</u>
	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
(A) Administration	<del>\$106,365</del>	<del>\$107,801</del>	<u>\$109,849</u>	<u>\$111,332</u>
(B) Agriculture,				
Food and Markets	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(C) Financial Regulation	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(D) Buildings and General				
Services	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(E) Children and Families	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(F) Commerce and Community				
Development	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(G) Corrections	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(H) Defender General	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(I) Disabilities, Aging, and				
Independent Living	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>

(J) Economic Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(K) Education	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(L) Environmental				
Conservation	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(M) Finance and				
Management	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(N) Fish and Wildlife	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(O) Forests, Parks and				
Recreation	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(P) Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(Q) Housing and Community				
Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(R) Human Resources	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(S) Human Services	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(T) Digital Services	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(U) Labor	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(V) Libraries	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(W) Liquor Control	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(X) Lottery	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(Y) Mental Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(Z) Military	99,436	100,778	<u>102,693</u>	<u>104,079</u>

(AA) Motor Vehicles	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(BB) Natural Resources	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(CC) Natural Resources Board				
Chair	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(DD) Public Safety	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(EE) Public Service	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(FF) Taxes	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(GG) Tourism and				
Marketing	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(HH) Transportation	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
(II) Vermont Health Access	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
(JJ) Veterans' Home	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>

(2) The Secretary of Administration may include the Director of the Office of Professional Regulation in any pay plans that may be established under the authority of subsection 1020(c) of this title, provided the minimum hiring rate does not fall below a base salary, as of ~~July 8, 2018, of \$76,470.00 and as of January 6, 2019, of \$77,502.00~~ July 7, 2019 of \$78,975.00 and as of January 5, 2020 of \$80,041.00.

(3) If the Chair of the Natural Resources Board is employed on less than a full-time basis, the hiring and salary maximums for that position shall be reduced proportionately.

(4) When a permanent employee is appointed to an exempt position, the Governor may authorize such employee to retain the present salary even though it is in excess of any salary maximum provided in statute.

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\* \* \* Judicial Branch; Statutory Salaries; Fiscal Year 2019 \* \* \*

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

(c) The officers of the Judicial Branch named below shall be entitled to annual salaries 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 10,</del>	<del>July 09,</del>	<u>July 8,</u>	<u>January 6,</u>
	<del>2016</del>	<del>2017</del>	<u>2018</u>	<u>2019</u>
(1) Chief Justice of Supreme Court	<del>\$159,827</del>	<del>\$166,140</del>	<u>\$169,297</u>	<u>\$171,583</u>
(2) Each Associate Justice	<del>152,538</del>	<del>158,563</del>	<u>161,576</u>	<u>163,757</u>
(3) Administrative judge	<del>152,538</del>	<del>158,563</del>	<u>161,576</u>	<u>163,757</u>
(4) Each Superior judge	<del>145,011</del>	<del>150,739</del>	<u>153,603</u>	<u>155,677</u>
(5) [Repealed.]				
(6) Each magistrate	<del>109,337</del>	<del>113,656</del>	<u>115,815</u>	<u>117,379</u>

(7) Each Judicial Bureau	109,337	<del>113,656</del>	<u>115,815</u>	<u>117,379</u>
hearing officer				

Sec. 6. 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 ~~\$167.63 a day as of July 10, 2016 and \$174.25 a day as of July 09, 2017~~ \$177.56 a day as of July 8, 2018 and \$179.96 a day as of January 6, 2019 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 Probate judges in the several Probate Districts shall be entitled to receive the following annual salaries, which shall be paid by the State in lieu of 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 10,</del>	<del>July 09,</del>	<u>July 8,</u>	<u>January 6,</u>
<del>2016</del>	<del>2017</del>	<u>2018</u>	<u>2019</u>

(1) Addison	<del>\$57,169</del>	<del>\$59,427</del>	<u>\$60,556</u>	<u>\$61,374</u>
(2) Bennington	<del>72,271</del>	<del>75,126</del>	<u>76,553</u>	<u>77,586</u>
(3) Caledonia	<del>50,698</del>	<del>52,701</del>	<u>53,702</u>	<u>54,427</u>
(4) Chittenden	<del>120,608</del>	<del>125,372</del>	<u>127,754</u>	<u>129,479</u>
(5) Essex	<del>14,163</del>	<del>14,722</del>	<u>15,002</u>	<u>15,205</u>
(6) Franklin	<del>57,169</del>	<del>59,427</del>	<u>60,556</u>	<u>61,374</u>
(7) Grand Isle	<del>14,163</del>	<del>14,722</del>	<u>15,002</u>	<u>15,205</u>
(8) Lamoille	<del>39,911</del>	<del>41,487</del>	<u>42,275</u>	<u>42,846</u>
(9) Orange	<del>47,460</del>	<del>49,335</del>	<u>50,272</u>	<u>50,951</u>
(10) Orleans	<del>46,383</del>	<del>48,215</del>	<u>49,131</u>	<u>49,794</u>
(11) Rutland	<del>102,473</del>	<del>106,521</del>	<u>108,545</u>	<u>110,010</u>
(12) Washington	<del>78,741</del>	<del>81,851</del>	<u>83,406</u>	<u>84,532</u>
(13) Windham	<del>63,641</del>	<del>66,155</del>	<u>67,412</u>	<u>68,322</u>
(14) Windsor	<del>86,293</del>	<del>89,702</del>	<u>91,406</u>	<u>92,640</u>

\* \* \*

\* \* \* Judicial Branch; Statutory Salaries; Fiscal Year 2020 \* \* \*

Sec. 8. 32 V.S.A. § 1003(c) is amended to read:

(c) The officers of the Judicial Branch named below shall be entitled to annual salaries 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 8,</del>	<del>January 6,</del>	<u>July 7,</u>	<u>January 5,</u>
	<del>2018</del>	<del>2019</del>	<u>2019</u>	<u>2020</u>
(1) Chief Justice of Supreme Court	<del>\$169,297</del>	<del>\$171,583</del>	<u>\$174,843</u>	<u>\$177,203</u>
(2) Each Associate Justice	<del>161,576</del>	<del>163,757</del>	<u>166,868</u>	<u>169,121</u>
(3) Administrative judge	<del>161,576</del>	<del>163,757</del>	<u>166,868</u>	<u>169,121</u>
(4) Each Superior judge	<del>153,603</del>	<del>155,677</del>	<u>158,635</u>	<u>160,777</u>
(5) [Repealed.]				
(6) Each magistrate	<del>115,815</del>	<del>117,379</del>	<u>119,609</u>	<u>121,224</u>
(7) Each Judicial Bureau hearing officer	<del>115,815</del>	<del>117,379</del>	<u>119,609</u>	<u>121,224</u>

Sec. 9. 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 ~~\$177.56 a day as of July 8, 2018 and \$179.96 a day as of January 6, 2019~~ \$183.38 a day as of July 7, 2019 and \$185.86 a day as of January 5, 2020 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. 10. 32 V.S.A. § 1142 is amended to read:

§ 1142. PROBATE JUDGES

(a) The Probate judges in the several Probate Districts shall be entitled to receive the following annual salaries, which shall be paid by the State in lieu of 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 8,</del>	<del>January 6,</del>	<u>July 7,</u>	<u>January 5,</u>
	<del>2018</del>	<del>2019</del>	<u>2019</u>	<u>2020</u>
(1) Addison	<del>\$60,556</del>	<del>\$61,374</del>	<u>\$62,540</u>	<u>\$63,384</u>
(2) Bennington	<del>76,553</del>	<del>77,586</del>	<u>79,060</u>	<u>80,127</u>
(3) Caledonia	<del>53,702</del>	<del>54,427</del>	<u>55,461</u>	<u>56,210</u>
(4) Chittenden	<del>127,754</del>	<del>129,479</del>	<u>131,939</u>	<u>133,720</u>
(5) Essex	<del>15,002</del>	<del>15,205</del>	<u>15,494</u>	<u>15,703</u>
(6) Franklin	<del>60,556</del>	<del>61,374</del>	<u>62,540</u>	<u>63,384</u>
(7) Grand Isle	<del>15,002</del>	<del>15,205</del>	<u>15,494</u>	<u>15,703</u>
(8) Lamoille	<del>42,275</del>	<del>42,846</del>	<u>43,660</u>	<u>44,249</u>
(9) Orange	<del>50,272</del>	<del>50,951</del>	<u>51,919</u>	<u>52,620</u>
(10) Orleans	<del>49,131</del>	<del>49,794</del>	<u>50,740</u>	<u>51,425</u>
(11) Rutland	<del>108,545</del>	<del>110,010</del>	<u>112,100</u>	<u>113,613</u>



(12) Washington	83,406	84,532	<u>86,138</u>	<u>87,301</u>
(13) Windham	67,412	68,322	<u>69,620</u>	<u>70,560</u>
(14) Windsor	91,406	92,640	<u>94,400</u>	<u>95,674</u>

\* \* \*

\* \* \* Sheriffs; Statutory Salaries; Fiscal Year 2019 \* \* \*

Sec. 11. 32 V.S.A. § 1182 is amended to read:

(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of ~~\$77,672.00 as of July 10, 2016 and \$80,740.00 as of July 09, 2017~~ \$82,274.00 as of July 8, 2018 and \$83,385.00 as of January 6, 2019. The Sheriff of Chittenden County shall be entitled to an annual salary in the amount of ~~\$82,197.00 as of July 10, 2016 and \$85,444.00 as of July 09, 2017~~ \$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6, 2019.

\* \* \*

\* \* \* Sheriffs; Statutory Salaries; Fiscal Year 2020 \* \* \*

Sec. 12. 32 V.S.A. § 1182 is amended to read:

§ 1182. SHERIFFS

(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of ~~\$82,274.00 as of July 8, 2018 and \$83,385.00 as of January 6, 2019~~ \$84,969.00 as of July 7, 2019 and \$86,116.00 as of January 5, 2020. The Sheriff of Chittenden County shall be entitled to an annual salary in

the amount of ~~\$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6,~~  
~~2019~~ \$89,919.00 as of July 7, 2019 and \$91,133.00 as of January 5, 2020.

\* \* \*

\* \* \* State's Attorneys; Statutory Salaries; Fiscal Year 2019 \* \* \*

Sec. 13. 32 V.S.A. § 1183 is amended to read:

§ 1183. STATE'S ATTORNEYS

(a) The State's Attorneys shall be entitled to receive annual salaries 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 10,</del>	<del>July 09,</del>	<u>July 8,</u>	<u>January 6,</u>
	<del>2016</del>	<del>2017</del>	<u>2018</u>	<u>2019</u>
(1) Addison County	<del>\$105,064</del>	<del>\$109,214</del>	<u>\$111,289</u>	<u>\$112,791</u>
(2) Bennington County	<del>105,064</del>	<del>109,214</del>	<u>111,289</u>	<u>112,791</u>
(3) Caledonia County	<del>105,064</del>	<del>109,214</del>	<u>111,289</u>	<u>112,791</u>
(4) Chittenden County	<del>109,841</del>	<del>114,180</del>	<u>116,349</u>	<u>117,920</u>
(5) Essex County	<del>78,799</del>	<del>81,912</del>	<u>83,468</u>	<u>84,595</u>
(6) Franklin County	<del>105,064</del>	<del>109,214</del>	<u>111,289</u>	<u>112,791</u>
(7) Grand Isle County	<del>78,799</del>	<del>81,912</del>	<u>83,468</u>	<u>84,595</u>
(8) Lamoille County	<del>105,064</del>	<del>109,214</del>	<u>111,289</u>	<u>112,791</u>

(9) Orange County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
(10) Orleans County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
(11) Rutland County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
(12) Washington County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
(13) Windham County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
(14) Windsor County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>

\* \* \*

\* \* \* State's Attorneys; Statutory Salaries; Fiscal Year 2020 \* \* \*

Sec. 14. 32 V.S.A. § 1183 is amended to read:

§ 1183. STATE'S ATTORNEYS

(a) The State's Attorneys shall be entitled to receive annual salaries 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 8,</del>	<del>January 6,</del>	<u>July 7,</u>	<u>January 5,</u>
	<del>2018</del>	<del>2019</del>	<u>2019</u>	<u>2020</u>
(1) Addison County	<del>\$111,289</del>	<del>\$112,791</del>	<u>\$114,934</u>	<u>\$116,486</u>
(2) Bennington County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(3) Caledonia County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(4) Chittenden County	<del>116,349</del>	<del>117,920</del>	<u>120,160</u>	<u>121,782</u>

(5) Essex County	<del>83,468</del>	<del>84,595</del>	<u>86,202</u>	<u>87,366</u>
(6) Franklin County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(7) Grand Isle County	<del>83,468</del>	<del>84,595</del>	<u>86,202</u>	<u>87,366</u>
(8) Lamoille County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(9) Orange County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(10) Orleans County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(11) Rutland County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(12) Washington County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(13) Windham County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
(14) Windsor County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>

\* \* \*

\* \* \* Appropriations \* \* \*

Sec. 15. 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 of July 1, 2018 through June 30, 2020; the collective bargaining agreement with the Vermont Troopers' Association for the period of July 1, 2018 through June 30, 2020; and salary increases for employees in the Executive Branch not covered by the bargaining agreements shall be funded as follows:

(1) Fiscal Year 2019.

(A) General Fund. The amount of \$6,666,000.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2019 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 2019 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 receipts to fund the fiscal year 2019 collective bargaining agreements and the requirements of this act. The estimated amounts are \$8,362,000.00 from special fund, federal, and other sources.

(D) Transfers. With due regard to the possible availability of other funds, for fiscal year 2019, the Secretary of Administration may transfer from the various appropriations and various funds and from the receipts of the Liquor Control Board such sums as the Secretary may determine to be necessary to carry out the purposes of this act to the various agencies supported by State funds.

(2) Fiscal Year 2020.

(A) General Fund. The amount of \$8,569,000.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act.

(B) Transportation Fund. The amount of \$2,368,000.00 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 2020 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 receipts to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act. The estimated amounts are \$11,308,000.00 from special fund, federal, and other sources.

(D) Transfers. With due regard to the possible availability of other funds, for fiscal year 2020, the Secretary of Administration may transfer from the various appropriations and various funds and from the receipts of the Liquor Control Board such sums as the Secretary may determine to be necessary to carry out the purposes of this act to the various agencies supported by State funds.

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

(b) Judicial Branch.

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

(2) The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the judicial bargaining unit for the period of July 1, 2018 through June 30, 2020 and salary increases for employees in the Judicial Branch not covered by the bargaining agreements shall be funded as follows:

(A) Fiscal Year 2019. The amount of \$810,000.00 is appropriated from the General Fund to the Judiciary to fund the fiscal year 2019 collective bargaining agreement and the requirements of this act.

(B) Fiscal Year 2020. The amount of \$1,090,441.00 is appropriated from the General Fund to the Judiciary to fund the fiscal year 2020 collective bargaining agreement and the requirements of this act.

(c) Legislative Branch. For the period of July 1, 2018 through June 30, 2020, the General Assembly shall be funded as follows:

(1) Fiscal Year 2019. The amount of \$240,000.00 is appropriated from the General Fund to the Legislative Branch.

(2) Fiscal Year 2020. The amount of \$307,000.00 is appropriated from the General Fund to the Legislative Branch.

\* \* \* Effective Dates \* \* \*

Sec. 16. EFFECTIVE DATES

This act shall take effect on July 1, 2018, except that the following shall take effect on July 1, 2019:

(1) Sec. 4 (Executive Branch; Miscellaneous Statutory Salaries; Fiscal Year 2020);

(2) Secs. 8–10 (Judicial Branch; Statutory Salaries; Fiscal Year 2020);

(3) Sec. 12 (Sheriffs; Statutory Salaries; Fiscal Year 2020); and

(4) Sec. 14 (State’s Attorneys; Statutory Salaries; Fiscal Year 2020).