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H.928

Introduced by Committee on Government Operations

Date:

Subject: Executive, Legislative, and Judicial Branches; State employees;  
compensation increases; funding

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

- (1) authorize compensation increases for exempt employees in the Executive Branch;
- (2) adjust the compensation for certain statutory State and county officers; and
- (3) provide appropriations to fund compensation increases in the Executive, Judicial, and Legislative Branches.

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

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

~~\*\*\* 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 (1) In Fiscal Year 2019:

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

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

4 (2) In Fiscal Year 2020:

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

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

7 (b) The permitted increases set forth in subsection (a) of this section are  
8 consistent with the collective bargaining agreement between the State and the  
9 Vermont State Employees' Association for classified employees in the  
10 Executive Branch, which provides for a 1.9 percent step increase in July 2018  
11 and 2019 and a 1.35 percent across-the-board increase in January 2019 and  
12 2020, resulting in an overall budgetary impact of 2.575 percent in Fiscal Year  
13 2019 and of 3.25 percent in Fiscal Year 2020.

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

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  
20 of adjustment available to classified employees under the collective bargaining  
21 agreement" shall be the fiscal equivalent of compensation increases provided

1 in the collective bargaining agreement, which is as follows:

2 (1) In Fiscal Year 2019, 2.575 percent.

3 (2) In Fiscal Year 2020, 3.25 percent.

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

5 Fiscal Year 2019 \* \* \*

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

7 § 1003. STATE OFFICERS

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

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</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 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January 6,</u>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
15 Governor	\$166,060	\$172,619	\$175,899	\$178,274
16 Lieutenant Governor	70,490	73,274	74,666	75,674
17 Secretary of State	105,297	109,456	111,536	113,042
18 State Treasurer	105,297	109,456	111,536	113,042
19 Auditor of Accounts	105,297	109,456	111,536	113,042
20 Attorney General	126,055	131,034	133,524	135,327

21 (b) The Governor may appoint each officer of the Executive Branch listed

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

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

18	Base	Base	<u>Base</u>	<u>Base</u>
19	Salary	Salary	<u>Salary</u>	<u>Salary</u>
20	as of	as of	<u>as of</u>	<u>as of</u>
21	<del>July 10,</del>	<del>July 09,</del>	<u>July 8,</u>	<u>January</u>

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

1	<del>(N) Fish and Wildlife</del>	<del>85,154</del>	<del>88,518</del>	<del>90,200</del>	<del>91,418</del>
2	(O) Forests, Parks and				
3	Recreation	85,154	88,518	<u>90,200</u>	<u>91,418</u>
4	(P) Health	93,874	97,582	<u>99,436</u>	<u>100,778</u>
5	(Q) Housing and Community				
6	Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
7	(R) Human Resources	93,874	97,582	<u>99,436</u>	<u>100,778</u>
8	(S) Human Services	100,416	104,382	<u>106,365</u>	<u>107,801</u>
9	(T) Information and				
10	Innovation				
11	<u>Digital Services</u>	<del>93,874</del>	<del>97,582</del>	<u>106,365</u>	<u>107,801</u>
12	(U) Labor	93,874	97,582	<u>99,436</u>	<u>100,778</u>
13	(V) Libraries	85,154	88,518	<u>90,200</u>	<u>91,418</u>
14	(W) Liquor Control	85,154	88,518	<u>90,200</u>	<u>91,418</u>
15	(X) Lottery	85,154	88,518	<u>90,200</u>	<u>91,418</u>
16	(Y) Mental Health	93,874	97,582	<u>99,436</u>	<u>100,778</u>
17	(Z) Military	93,874	97,582	<u>99,436</u>	<u>100,778</u>
18	(AA) Motor Vehicles	85,154	88,518	<u>90,200</u>	<u>91,418</u>
19	(BB) Natural Resources	100,416	104,382	<u>106,365</u>	<u>107,801</u>
20	(CC) Natural Resources Board				
21	<del>Chairperson Chair</del>	<del>85,154</del>	<del>88,518</del>	<u>90,200</u>	<u>91,418</u>

1	(DD) Public Safety	93,874	97,582	<u>99,436</u>	<u>100,778</u>
2	(EE) Public Service	93,874	97,582	<u>99,436</u>	<u>100,778</u>
3	(FF) Taxes	93,874	97,582	<u>99,436</u>	<u>100,778</u>
4	(GG) Tourism and				
5	Marketing	85,154	88,518	<u>90,200</u>	<u>91,418</u>
6	(HH) Transportation	100,416	104,382	<u>106,365</u>	<u>107,801</u>
7	(II) Vermont Health Access	93,874	97,582	<u>99,436</u>	<u>100,778</u>
8	(JJ) Veterans' Home	93,874	97,582	<u>99,436</u>	<u>100,778</u>

9 (2) The Secretary of Administration may include the Director of the  
10 Office of Professional Regulation in any pay plans that may be established  
11 under the authority of subsection 1020(c) of this title, provided the minimum  
12 hiring rate does not fall below a base salary, as of July 10, 2016, of \$72,192.00  
13 and as of July 09, 2017, of \$75,044.00 July 8, 2018 of \$76,470.00 and as of  
14 January 6, 2019 of \$77,502.00.

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

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

21

~~\*\*\* 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:

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 2,</u> <u>2018</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 6,</u> <u>2019</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 7,</u> <u>2019</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 5,</u> <u>2020</u>
Governor	\$175,899	\$178,274	\$181,661	\$184,113
Lieutenant Governor	74,666	75,671	77,112	78,153
Secretary of State	111,536	113,042	115,190	116,745
State Treasurer	111,536	113,042	115,190	116,745
Auditor of Accounts	111,536	113,042	115,190	116,745
Attorney General	133,524	135,327	137,898	139,760

~~(b) The Governor may appoint each officer of the Executive Branch listed~~

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

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

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

	<del>July 8,</del>	<del>January 6,</del>	<del>July 7,</del>	<del>January</del>
	<del>2018</del>	<del>2019</del>	<del>2019</del>	<del>2020</del>
5,				
(A) Administration	\$106,365	\$107,801	<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	<del>90,200</del>	<del>91,418</del>	<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				

1	<del>Conservation</del>	<del>99,436</del>	<del>100,778</del>	<del>102,693</del>	<del>104,079</del>
2	(M) Finance and				
3	Management	99,436	100,778	<u>102,693</u>	<u>104,079</u>
4	(N) Fish and Wildlife	90,200	91,418	<u>93,155</u>	<u>94,413</u>
5	(O) Forests, Parks and				
6	Recreation	90,200	91,418	<u>93,155</u>	<u>94,413</u>
7	(P) Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
8	(Q) Housing and Community				
9	Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
10	(R) Human Resources	99,436	100,778	<u>102,693</u>	<u>104,079</u>
11	(S) Human Services	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
12	(T) Digital Services	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
13					
14	(U) Labor	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
15	(V) Libraries	90,200	<del>91,418</del>	<u>93,155</u>	<u>94,413</u>
16	(W) Liquor Control	90,200	<del>91,418</del>	<u>93,155</u>	<u>94,413</u>
17	(X) Lottery	90,200	<del>91,418</del>	<u>93,155</u>	<u>94,413</u>
18	(Y) Mental Health	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
19	(Z) Military	99,436	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
20	(AA) Motor Vehicles	90,200	<del>91,418</del>	<u>93,155</u>	<u>94,413</u>
21	<del>(BB) Natural Resources</del>	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>

1	<del>(CC) Natural Resources Board</del>				
2	Chair	90,200	91,418	<u>93,155</u>	<u>94,413</u>
3	<del>(DD) Public Safety</del>	<del>99,436</del>	<del>100,778</del>	<del><u>102,693</u></del>	<del><u>104,079</u></del>
4	<del>(EE) Public Service</del>	<del>99,436</del>	<del>100,778</del>	<del><u>102,693</u></del>	<del><u>104,079</u></del>
5	<del>(FF) Taxes</del>	<del>99,436</del>	<del>100,778</del>	<del><u>102,693</u></del>	<del><u>104,079</u></del>
6	<del>(GG) Tourism and</del>				
7	<del>Marketing</del>	<del>90,200</del>	<del>91,418</del>	<del><u>93,155</u></del>	<del><u>94,413</u></del>
8	<del>(HH) Transportation</del>	<del>106,365</del>	<del>107,801</del>	<del><u>109,849</u></del>	<del><u>111,332</u></del>
9					
10	<del>(II) Vermont Health Access</del>	<del>99,436</del>	<del>100,778</del>	<del><u>102,693</u></del>	<del><u>104,079</u></del>
11	<del>(JJ) Veterans' Home</del>	<del>99,436</del>	<del>100,778</del>	<del><u>102,693</u></del>	<del><u>104,079</u></del>

12 (2) The Secretary of Administration may include the Director of the  
13 Office of Professional Regulation in any pay plans that may be established  
14 under the authority of subsection 1020(c) of this title, provided the minimum  
15 hiring rate does not fall below a base salary, as of ~~July 1, 2018, of \$76,470.00~~  
16 ~~and as of January 6, 2019, of \$77,502.00~~ July 7, 2019 of \$78,975.00 and as of  
17 January 5, 2020 of \$80,041.00.

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

21 ~~(4) When a permanent employee is appointed to an exempt position, the~~

1 ~~Governor may authorize such employee to retain the present salary even~~  
2 ~~though it is in excess of any salary maximum provided in statute.~~

3 \* \* \*

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

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

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

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</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 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January 6,</u>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
13 (1) Chief Justice of Supreme	<del>\$159,827</del>	<del>\$166,140</del>	<u>\$169,297</u>	<u>\$171,583</u>
14 Court				
15 (2) Each Associate Justice	<del>152,538</del>	<del>158,563</del>	<u>161,576</u>	<u>163,757</u>
16 (3) Administrative judge	<del>152,538</del>	<del>158,563</del>	<u>161,576</u>	<u>163,757</u>
17 (4) Each Superior judge	<del>145,011</del>	<del>150,739</del>	<u>153,603</u>	<u>155,677</u>
18 (5) [Repealed.]				
19 (6) Each magistrate	<del>109,337</del>	<del>113,656</del>	<u>115,815</u>	<u>117,379</u>
20 (7) Each Judicial Bureau	<del>109,337</del>	<del>113,656</del>	<u>115,815</u>	<u>117,379</u>
21 hearing officer				

1 ~~Sec. 6. 32 V.S.A. § 1141 is amended to read:~~

2 § 1141. ASSISTANT JUDGES

3 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive  
4 compensation in the amount of ~~\$167.63 a day as of July 10, 2016 and \$174.25~~  
5 ~~a day as of July 09, 2017~~ \$177.56 a day as of July 8, 2018 and \$179.96 a day  
6 as of January 6, 2019 for time spent in the performance of official duties and  
7 necessary expenses as allowed to classified State employees. Compensation  
8 under this section shall be based on a two-hour minimum and hourly  
9 thereafter.

10 \* \* \*

11 Sec. 7. 32 V.S.A. § 1142 is amended to read:

12 § 1142. PROBATE JUDGES

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

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</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 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January 6,</u>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
21 (1) Addison	<del>\$57,109</del>	<del>\$59,427</del>	<u>\$60,556</u>	<u>\$61,374</u>

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

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</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>

	<del>July 8, 2018</del>	<del>January 6, 2019</del>	<del>July 7, 2019</del>	<del>January 5, 2020</del>
(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~~

1 thereafter

2 \* \* \*

3 Sec. 10-32 V.S.A. § 1142 is amended to read:

4 § 1142. PROBATE JUDGES

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

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</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>
13 (1) Addison	\$60,556	\$61,374	\$62,540	\$63,384
14 (2) Bennington	76,553	77,585	79,060	80,127
15 (3) Caledonia	53,702	54,427	55,461	56,210
16 (4) Chittenden	127,754	129,479	131,939	133,720
17 (5) Essex	15,002	15,205	15,494	15,703
18				
19 (6) Franklin	60,556	61,374	62,540	63,384
20 (7) Grand Isle	15,002	15,205	15,494	15,703
21 (8) Lamoille	42,273	42,846	43,660	44,249

1	<del>(9) Orange</del>	<del>50,272</del>	<del>50,951</del>	<del>51,919</del>	<del>52,620</del>
2	(10) Orleans	49,131	49,794	<u>50,740</u>	<u>51,425</u>
3	(11) Rutland	108,545	110,010	<u>112,100</u>	<u>113,613</u>
4	(12) Washington	83,406	84,532	<u>86,138</u>	<u>87,301</u>
5	(13) Windham	67,412	68,322	<u>69,620</u>	<u>70,560</u>
6	(14) Windsor	91,406	92,640	<u>94,400</u>	<u>95,674</u>

7 \* \* \*

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

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

10 § 1182. SHERIFFS

11 (a) The sheriffs of all counties except Chittenden shall be entitled to  
12 receive salaries in the amount of ~~\$77,672.00 as of July 10, 2016 and~~  
13 ~~\$80,740.00 as of July 09, 2017~~ \$82,274.00 as of July 8, 2018 and \$83,385.00  
14 as of  
15 January 6, 2019. The Sheriff of Chittenden County shall be entitled to an  
16 annual salary in the amount of ~~\$82,197.00 as of July 10, 2016 and \$85,444.00~~  
17 ~~as of July 09, 2017~~ \$87,067.00 as of July 8, 2018 and \$88,242.00 as of  
18 January 6, 2019.

19 \* \* \*

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

21 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>
<del>(2) Bennington County</del>	<del>105,064</del>	<del>109,214</del>	<u>111,289</u>	<u>112,791</u>

1	<del>(3) Caledonia County</del>	<del>105,064</del>	<del>109,214</del>	<del><u>111,289</u></del>	<del><u>112,791</u></del>
2	(4) Chittenden County	109,841	114,180	<u>116,349</u>	<u>117,920</u>
3	(5) Essex County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
4	(6) Franklin County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
5	(7) Grand Isle County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
6	(8) Lamoille County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
7	(9) Orange County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
8	(10) Orleans County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
9	(11) Rutland County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
10	(12) Washington County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
11	(13) Windham County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
12	(14) Windsor County	105,064	109,214	<u>111,289</u>	<u>112,791</u>

13 \* \* \*

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

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

16 § 1183. STATE'S ATTORNEYS

17 (a) The State's Attorneys shall be entitled to receive annual salaries as  
18 follows:

19	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
20	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
21	<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>
(1) Addison County	\$111,289	\$112,791	<u>\$114,934</u>	<u>\$116,486</u>
(2) Bennington County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(3) Caledonia County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(4) Chittenden County	116,349	117,920	<u>120,160</u>	<u>121,782</u>
(5) Essex County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
(6) Franklin County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(7) Grand Isle County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
(8) Lamoille County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(9) Orange County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(10) Orleans County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(11) Rutland County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(12) Washington County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(13) Windham County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(14) Windsor County	111,289	112,791	<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

1 General, nonmanagement, supervisory, and corrections bargaining units for the  
2 period of July 1, 2018 through June 30, 2020; the collective bargaining  
3 agreement with the Vermont Troopers' Association for the period of July 1,  
4 2018 through June 30, 2020; and salary increases for employees in the  
5 Executive Branch not covered by the bargaining agreements shall be funded as  
6 follows:

7 (1) Fiscal Year 2019.

8 (A) General Fund. The amount of \$6,666,000.00 is appropriated  
9 from the General Fund to the Secretary of Administration for distribution to  
10 departments to fund the fiscal year 2019 collective bargaining agreements and  
11 the requirements of this act.

12 (B) Transportation Fund. The amount of \$1,876,000.00 is  
13 appropriated from the Transportation Fund to the Secretary of Administration  
14 for distribution to the Agency of Transportation and the Department of Public  
15 Safety to fund the fiscal year 2019 collective bargaining agreements and the  
16 requirements of this act.

17 (C) Other funds. The Administration shall provide additional  
18 spending authority to departments through the existing process of excess  
19 receipts to fund the fiscal year 2019 collective bargaining agreements and the  
20 requirements of this act. The estimated amounts are \$8,362,000.00 from  
21 special fund, federal, and other sources.

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

7 (2) Fiscal Year 2020.

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

12 (B) Transportation Fund. The amount of \$2,368,000.00 is  
13 appropriated from the Transportation Fund to the Secretary of Administration  
14 for distribution to the Agency of Transportation and the Department of Public  
15 Safety to fund the fiscal year 2020 collective bargaining agreements and the  
16 requirements of this act.

17 (C) Other funds. The administration shall provide additional  
18 spending authority to departments through the existing process of excess  
19 receipts to fund the fiscal year 2020 collective bargaining agreements and the  
20 requirements of this act. The estimated amounts are \$11,308,000.00 from  
21 special fund, federal, and other sources.

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

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

9 (b) Judicial Branch.

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

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

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

21 ~~(B) Fiscal Year 2020. The amount of \$1,055,000.00 is appropriated~~

1 ~~from the General Fund to the Judiciary to fund the fiscal year 2020 collective~~  
2 ~~bargaining agreement and the requirements of this act.~~

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

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

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

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

10 Sec. 16. EFFECTIVE DATES

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

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

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

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

17 ~~(4) Sec. 14 (State's Attorneys; Statutory Salaries; Fiscal Year 2020).~~

*\* \* \* 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)(i) for employees earning an annual salary of up to and including \$90,000.00 as of July 1, 2018, 1.9 percent beginning on July 8, 2018; and

(ii) for employees earning an annual salary of more than \$90,000.00 as of July 1, 2018, \$1,710.00 beginning on July 8, 2018; and

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

(2) In Fiscal Year 2020:

(A)(i) for employees earning an annual salary of up to and including \$90,000.00 as of July 1, 2019, 1.9 percent beginning on July 7, 2019; and

(ii) for employees earning an annual salary of more than \$90,000.00 as of July 1, 2019, \$1,710.00 beginning on July 7, 2019; and

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

(b)(1) The permitted increases set forth in subsection (a) of this section for employees earning an annual salary of up to and including \$90,000.00 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.

(2) The permitted increases set forth in subsection (a) of this section for employees earning an annual salary of more than \$90,000.00 are differentiated for the purpose of addressing exponential salary increases of those employees compared to the employees who annually earn \$90,000.00 or less.

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

(a) 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.

(b) Notwithstanding any provision of this act to the contrary, exempt employees in the Executive Branch who are in a pay plan established pursuant to 32 V.S.A. § 1020(c) may receive salary adjustments not to exceed those available to classified employees provided under the collective bargaining agreement in effect, as set forth in that subsection.

*\* \* \* 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:*

	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January 6,</u></i>
	<i><u>2016</u></i>	<i><u>2017</u></i>	<i><u>2018</u></i>	<i><u>2019</u></i>
<i>Governor</i>	<i>\$166,060</i>	<i>\$172,619</i>	<i><u>\$174,329</u></i>	<i><u>\$176,682</u></i>
<i>Lieutenant Governor</i>	<i>70,490</i>	<i>73,274</i>	<i><u>74,666</u></i>	<i><u>75,674</u></i>
<i>Secretary of State</i>	<i>105,297</i>	<i>109,456</i>	<i><u>111,166</u></i>	<i><u>112,667</u></i>
<i>State Treasurer</i>	<i>105,297</i>	<i>109,456</i>	<i><u>111,166</u></i>	<i><u>112,667</u></i>
<i>Auditor of Accounts</i>	<i>105,297</i>	<i>109,456</i>	<i><u>111,166</u></i>	<i><u>112,667</u></i>
<i>Attorney General</i>	<i>126,055</i>	<i>131,034</i>	<i><u>132,744</u></i>	<i><u>134,536</u></i>

*(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:*

	<i><u>Base</u></i>	<i><u>Base</u></i>	<i><u>Base</u></i>	<i><u>Base</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January</u></i>
<u>6.</u>				
	<i><u>2016</u></i>	<i><u>2017</u></i>	<i><u>2018</u></i>	<i><u>2019</u></i>
<i>(A) Administration</i>	<i>\$100,416</i>	<i>\$104,382</i>	<i>\$106,092</i>	<i>\$107,524</i>
<i>(B) Agriculture,</i>				

<i>Food and Markets</i>	<del>100,416</del>	<del>104,382</del>	<u>106,092</u>	<u>107,524</u>
(C) <i>Financial Regulation</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(D) <i>Buildings and General</i>				
<i>Services</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(E) <i>Children and Families</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(F) <i>Commerce and Community</i>				
<i>Development</i>	<del>100,416</del>	<del>104,382</del>	<u>106,092</u>	<u>107,524</u>
(G) <i>Corrections</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(H) <i>Defender General</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(I) <i>Disabilities, Aging, and</i>				
<i>Independent Living</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(J) <i>Economic Development</i>	<del>85,154</del>	<del>88,518</del>	<u>90,200</u>	<u>91,418</u>
(K) <i>Education</i>	<del>100,416</del>	<del>104,382</del>	<u>106,092</u>	<u>107,524</u>
(L) <i>Environmental</i>				
<i>Conservation</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(M) <i>Finance and</i>				
<i>Management</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>
(N) <i>Fish and Wildlife</i>	<del>85,154</del>	<del>88,518</del>	<u>90,200</u>	<u>91,418</u>
(O) <i>Forests, Parks and</i>				
<i>Recreation</i>	<del>85,154</del>	<del>88,518</del>	<u>90,200</u>	<u>91,418</u>
(P) <i>Health</i>	<del>93,874</del>	<del>97,582</del>	<u>99,292</u>	<u>100,632</u>

<i>(Q) Housing and Community</i>				
<i>Development</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(R) Human Resources</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(S) Human Services</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
<i>(T) Information and</i>				
<i>Innovation</i>				
<i><u>Digital Services</u></i>	<i>93,874</i>	<i>97,582</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
<i>(U) Labor</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(V) Libraries</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(W) Liquor Control</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(X) Lottery</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(Y) Mental Health</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(Z) Military</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(AA) Motor Vehicles</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(BB) Natural Resources</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
<i>(CC) Natural Resources Board</i>				
<i><del>Chairperson</del> <u>Chair</u></i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(DD) Public Safety</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(EE) Public Service</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(FF) Taxes</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(GG) Tourism and</i>				

<i>Marketing</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(HH) Transportation</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
<i>(II) Vermont Health Access</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
<i>(JJ) Veterans' Home</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>

*(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:

	<i>Annual</i>	<i>Annual</i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8,</i>	<i>January 6,</i>	<i>July 7, January 5,</i>	
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
<i>Governor</i>	<i>\$174,329</i>	<i>\$176,682</i>	<i><u>\$178,392</u></i>	<i><u>\$180,800</u></i>
<i>Lieutenant Governor</i>	<i>74,666</i>	<i>75,674</i>	<i><u>77,112</u></i>	<i><u>78,153</u></i>
<i>Secretary of State</i>	<i>111,166</i>	<i>112,667</i>	<i><u>114,377</u></i>	<i><u>115,921</u></i>
<i>State Treasurer</i>	<i>111,166</i>	<i>112,667</i>	<i><u>114,377</u></i>	<i><u>115,921</u></i>
<i>Auditor of Accounts</i>	<i>111,166</i>	<i>112,667</i>	<i><u>114,377</u></i>	<i><u>115,921</u></i>
<i>Attorney General</i>	<i>132,744</i>	<i>134,536</i>	<i><u>136,246</u></i>	<i><u>138,085</u></i>

(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:*

	<i><u>Base</u></i>	<i><u>Base</u></i>	<i><u>Base</u></i>	<i><u>Base</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 8,</u></i>	<i><u>January 6,</u></i>	<i><u>July 7,</u></i>	<i><u>January</u></i>
<i><u>5,</u></i>				
	<i><u>2018</u></i>	<i><u>2019</u></i>	<i><u>2019</u></i>	<i><u>2020</u></i>
<i>(A) Administration</i>	<i>\$106,092</i>	<i>\$107,524</i>	<i>\$109,234</i>	<i>\$110,709</i>

*(B) Agriculture,*

*Food and Markets*     ~~106,092~~    ~~107,524~~    109,234    110,709

*(C) Financial Regulation*    ~~99,292~~    ~~100,632~~    102,342    103,724

*(D) Buildings and General*

*Services*                    ~~99,292~~    ~~100,632~~    102,342    103,724

*(E) Children and Families*    ~~99,292~~    ~~100,632~~    102,342    103,724

*(F) Commerce and Community*

*Development*                ~~106,092~~    ~~107,524~~    109,234    110,709

*(G) Corrections*                ~~99,292~~    ~~100,632~~    102,342    103,724

*(H) Defender General*        ~~99,292~~    ~~100,632~~    102,342    103,724

*(I) Disabilities, Aging, and*

*Independent Living*        ~~99,292~~    ~~100,632~~    102,342    103,724

*(J) Economic Development*    ~~90,200~~    ~~91,418~~    93,128    94,385

*(K) Education*                ~~106,092~~    ~~107,524~~    109,234    110,709

*(L) Environmental*

*Conservation*                ~~99,292~~    ~~100,632~~    102,342    103,724

*(M) Finance and*

*Management*                ~~99,292~~    ~~100,632~~    102,342    103,724

*(N) Fish and Wildlife*        ~~90,200~~    ~~91,418~~    93,128    94,385

<i>(O) Forests, Parks and</i>				
<i>Recreation</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(P) Health</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(Q) Housing and Community</i>				
<i>Development</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(R) Human Resources</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(S) Human Services</i>	<i>106,092</i>	<i>107,524</i>	<i><u>109,234</u></i>	<i><u>110,709</u></i>
<i>(T) Digital Services</i>	<i>106,092</i>	<i>107,524</i>	<i><u>109,234</u></i>	<i><u>110,709</u></i>
<i>(U) Labor</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(V) Libraries</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(W) Liquor Control</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(X) Lottery</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(Y) Mental Health</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(Z) Military</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(AA) Motor Vehicles</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(BB) Natural Resources</i>	<i>106,092</i>	<i>107,524</i>	<i><u>109,234</u></i>	<i><u>110,709</u></i>
<i>(CC) Natural Resources Board</i>				
<i>Chair</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(DD) Public Safety</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(EE) Public Service</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>

<i>(FF) Taxes</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(GG) Tourism and</i>				
<i>Marketing</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,128</u></i>	<i><u>94,385</u></i>
<i>(HH) Transportation</i>	<i>106,092</i>	<i>107,524</i>	<i><u>109,234</u></i>	<i><u>110,709</u></i>
<i>(II) Vermont Health Access</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>
<i>(JJ) Veterans' Home</i>	<i>99,292</i>	<i>100,632</i>	<i><u>102,342</u></i>	<i><u>103,724</u></i>

*(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.*

*\* \* \**

*\* \* \* 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:*

	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January</u></i>
	<i><u>2016</u></i>	<i><u>2017</u></i>	<i><u>2018</u></i>	<i><u>2019</u></i>
<i>(1) Chief Justice of Supreme Court</i>	<i>\$159,827</i>	<i>\$166,140</i>	<i>\$167,850</i>	<i>\$170,116</i>
<i>(2) Each Associate Justice</i>	<i>152,538</i>	<i>158,563</i>	<i>160,273</i>	<i>162,437</i>
<i>(3) Administrative judge</i>	<i>152,538</i>	<i>158,563</i>	<i>160,273</i>	<i>162,437</i>
<i>(4) Each Superior judge</i>	<i>145,011</i>	<i>150,739</i>	<i>152,449</i>	<i>154,507</i>
<i>(5) [Repealed.]</i>				
<i>(6) Each magistrate</i>	<i>109,337</i>	<i>113,656</i>	<i>115,366</i>	<i>116,923</i>
<i>(7) Each Judicial Bureau hearing officer</i>	<i>109,337</i>	<i>113,656</i>	<i>115,366</i>	<i>116,923</i>

*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:*

	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January 6,</u></i>
	<i><u>2016</u></i>	<i><u>2017</u></i>	<i><u>2018</u></i>	<i><u>2019</u></i>
<i>(1) Addison</i>	<i><del>\$57,169</del></i>	<i><del>\$59,427</del></i>	<i><u>\$60,556</u></i>	<i><u>\$61,374</u></i>
<i>(2) Bennington</i>	<i><del>72,271</del></i>	<i><del>75,126</del></i>	<i><u>76,553</u></i>	<i><u>77,586</u></i>
<i>(3) Caledonia</i>	<i><del>50,698</del></i>	<i><del>52,701</del></i>	<i><u>53,702</u></i>	<i><u>54,427</u></i>
<i>(4) Chittenden</i>	<i><del>120,608</del></i>	<i><del>125,372</del></i>	<i><u>127,082</u></i>	<i><u>128,798</u></i>

(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>108,231</u>	<u>109,692</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:*

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8, January 6,</i>	<i>July 7, January 5,</i>	<i>July 7, January 5,</i>	<i>July 7, January 5,</i>
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
(1) Chief Justice of Supreme	<del>\$167,850</del>	<del>\$170,116</del>	<u>\$171,826</u>	<u>\$174,146</u>

*Court*

<i>(2) Each Associate Justice</i>	<del>160,273</del>	<del>162,437</del>	<u>164,147</u>	<u>166,363</u>
<i>(3) Administrative judge</i>	<del>160,273</del>	<del>162,437</del>	<u>164,147</u>	<u>166,363</u>
<i>(4) Each Superior judge</i>	<del>152,449</del>	<del>154,507</del>	<u>156,217</u>	<u>158,326</u>
<i>(5) [Repealed.]</i>				
<i>(6) Each magistrate</i>	<del>115,366</del>	<del>116,923</del>	<u>118,633</u>	<u>120,235</u>
<i>(7) Each Judicial Bureau</i>	<del>115,366</del>	<del>116,923</del>	<u>118,633</u>	<u>120,235</u>

*hearing officer*

*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:

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8,</i>	<i>January 6,</i>	<i>July 7,</i>	<i>January 5,</i>
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
(1) Addison	\$60,556	\$61,374	\$62,540	\$63,384
(2) Bennington	76,553	77,586	79,060	80,127
(3) Caledonia	53,702	54,427	55,461	56,210
(4) Chittenden	127,082	128,798	130,508	132,270
(5) Essex	15,002	15,205	15,494	15,703
(6) Franklin	60,556	61,374	62,540	63,384
(7) Grand Isle	15,002	15,205	15,494	15,703
(8) Lamoille	42,275	42,846	43,660	44,249
(9) Orange	50,272	50,951	51,919	52,620
(10) Orleans	49,131	49,794	50,740	51,425
(11) Rutland	108,231	109,692	111,402	112,906

(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>94,350</u>	<u>95,624</u>

\* \* \*

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

Sec. 11. 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 ~~\$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:*

	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January 6,</u></i>
	<i><u>2016</u></i>	<i><u>2017</u></i>	<i><u>2018</u></i>	<i><u>2019</u></i>
<i>(1) Addison County</i>	<i><del>\$105,064</del></i>	<i><del>\$109,214</del></i>	<i><u>\$110,924</u></i>	<i><u>\$112,421</u></i>
<i>(2) Bennington County</i>	<i><del>105,064</del></i>	<i><del>109,214</del></i>	<i><u>110,924</u></i>	<i><u>112,421</u></i>
<i>(3) Caledonia County</i>	<i><del>105,064</del></i>	<i><del>109,214</del></i>	<i><u>110,924</u></i>	<i><u>112,421</u></i>
<i>(4) Chittenden County</i>	<i><del>109,841</del></i>	<i><del>114,180</del></i>	<i><u>115,890</u></i>	<i><u>117,455</u></i>
<i>(5) Essex County</i>	<i><del>78,799</del></i>	<i><del>81,912</del></i>	<i><u>83,468</u></i>	<i><u>84,595</u></i>
<i>(6) Franklin County</i>	<i><del>105,064</del></i>	<i><del>109,214</del></i>	<i><u>110,924</u></i>	<i><u>112,421</u></i>
<i>(7) Grand Isle County</i>	<i><del>78,799</del></i>	<i><del>81,912</del></i>	<i><u>83,468</u></i>	<i><u>84,595</u></i>

(8) Lamoille County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</u>
(9) Orange County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</u>
(10) Orleans County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</u>
(11) Rutland County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</u>
(12) Washington County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</u>
(13) Windham County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</u>
(14) Windsor County	<del>105,064</del>	<del>109,214</del>	<u>110,924</u>	<u>112,421</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, January 6,</del>	<del>July 7, January 5,</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>\$110,924</del>	<del>\$112,421</del>	<u>\$114,131</u>	<u>\$115,672</u>
(2) Bennington County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(3) Caledonia County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>

(4) Chittenden County	<del>115,890</del>	<del>117,455</del>	<u>119,165</u>	<u>120,774</u>
(5) Essex County	<del>83,468</del>	<del>84,595</del>	<u>86,202</u>	<u>87,366</u>
(6) Franklin County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</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>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(9) Orange County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(10) Orleans County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(11) Rutland County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(12) Washington County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(13) Windham County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</u>
(14) Windsor County	<del>110,924</del>	<del>112,421</del>	<u>114,131</u>	<u>115,672</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 \$6,636,000.00 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 \$1,876,000.00 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 \$8,539,000.00 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 \$745,000.00 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 \$1,025,441.00 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 \$236,800.00 is appropriated from

the General Fund to the Legislative Branch.

(2) Fiscal Year 2020. The amount of \$303,800.00 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).