

1 Introduced by
2 Referred to Committee on
3 Date:
4 Subject: Executive, Legislative, and Judicial Branches; State employees;
5 compensation increases; funding

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

7 (1) authorize compensation increases for exempt employees in the
8 Executive Branch;

9 (2) adjust the compensation for certain statutory State and county
10 officers; and

11 (3) provide appropriations to fund compensation increases in the
12 Executive, Judicial, and Legislative Branches.

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

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

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

16 Sec. 1. EXECUTIVE BRANCH; EXEMPT EMPLOYEES; PERMITTED

17 SALARY INCREASES; FISCAL YEARS 2019 AND 2020

18 (a) Exempt employees in the Executive Branch may receive salary

19 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

1 agreement” shall be the fiscal equivalent of compensation increases provided
2 in the collective bargaining agreement, which is as follows:

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

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

5 * * * Executive Branch; Miscellaneous Statutory Salaries;

6 Fiscal Year 2019 * * *

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

8 § 1003. STATE OFFICERS

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

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

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

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

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

	July 10,	July 09,	<u>July 8,</u>	<u>January 6,</u>
	2016	2017	<u>2018</u>	<u>2019</u>
1				
2				
3	(A) Administration	\$100,416	\$104,382	<u>\$106,365</u> <u>\$107,801</u>
4	(B) Agriculture,			
5	Food and Markets	100,416	104,382	<u>106,365</u> <u>107,801</u>
6	(C) Financial Regulation	93,874	97,582	<u>99,436</u> <u>100,778</u>
7	(D) Buildings and General			
8	Services	93,874	97,582	<u>99,436</u> <u>100,778</u>
9	(E) Children and Families	93,874	97,582	<u>99,436</u> <u>100,778</u>
10	(F) Commerce and Community			
11	Development	100,416	104,382	<u>106,365</u> <u>107,801</u>
12	(G) Corrections	93,874	97,582	<u>99,436</u> <u>100,778</u>
13	(H) Defender General	93,874	97,582	<u>99,436</u> <u>100,778</u>
14	(I) Disabilities, Aging, and			
15	Independent Living	93,874	97,582	<u>99,436</u> <u>100,778</u>
16	(J) Economic Development	85,154	88,518	<u>90,200</u> <u>91,418</u>
17	(K) Education	100,416	104,382	<u>106,365</u> <u>107,801</u>
18	(L) Environmental			
19	Conservation	93,874	97,582	<u>99,436</u> <u>100,778</u>
20	(M) Finance and			
21	Management	93,874	97,582	<u>99,436</u> <u>100,778</u>

1	(N) Fish and Wildlife	85,154	88,518	<u>90,200</u>	<u>91,418</u>
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>	93,874	97,582	<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	Chairperson <u>Chair</u>	85,154	88,518	<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 * * *

1 * * * Executive Branch; Miscellaneous Statutory Salaries;

2 Fiscal Year 2020 * * *

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

4 § 1003. STATE OFFICERS

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

	Annual	Annual	<u>Annual</u>	<u>Annual</u>
	Salary	Salary	<u>Salary</u>	<u>Salary</u>
	as of	as of	<u>as of</u>	<u>as of</u>
	July 8,	January 6,	<u>July 7,</u>	<u>January 5,</u>
	2018	2019	<u>2019</u>	<u>2020</u>
12 Governor	\$175,899	\$178,274	<u>\$181,661</u>	<u>\$184,113</u>
13 Lieutenant Governor	74,666	75,674	<u>77,112</u>	<u>78,153</u>
14 Secretary of State	111,536	113,042	<u>115,190</u>	<u>116,745</u>
15 State Treasurer	111,536	113,042	<u>115,190</u>	<u>116,745</u>
16 Auditor of Accounts	111,536	113,042	<u>115,190</u>	<u>116,745</u>
17 Attorney General	133,524	135,327	<u>137,898</u>	<u>139,760</u>

18 (b) The Governor may appoint each officer of the Executive Branch listed
19 in this subsection at a starting salary ranging from the base salary stated for
20 that position to a salary that does not exceed the maximum salary unless
21 otherwise authorized by this subsection. The maximum salary for each

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

14 (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>
15				
16				
17				
18				
19				
20	(A) Administration	\$106,365	\$107,801	<u>\$109,849</u> <u>\$111,332</u>

1	(B) Agriculture,				
2	Food and Markets	106,365	107,801	<u>109,849</u>	<u>111,332</u>
3	(C) Financial Regulation	99,436	100,778	<u>102,693</u>	<u>104,079</u>
4	(D) Buildings and General				
5	Services	99,436	100,778	<u>102,693</u>	<u>104,079</u>
6	(E) Children and Families	99,436	100,778	<u>102,693</u>	<u>104,079</u>
7	(F) Commerce and Community				
8	Development	106,365	107,801	<u>109,849</u>	<u>111,332</u>
9	(G) Corrections	99,436	100,778	<u>102,693</u>	<u>104,079</u>
10	(H) Defender General	99,436	100,778	<u>102,693</u>	<u>104,079</u>
11	(I) Disabilities, Aging, and				
12	Independent Living	99,436	100,778	<u>102,693</u>	<u>104,079</u>
13	(J) Economic Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
14	(K) Education	106,365	107,801	<u>109,849</u>	<u>111,332</u>
15	(L) Environmental				
16	Conservation	99,436	100,778	<u>102,693</u>	<u>104,079</u>
17	(M) Finance and				
18	Management	99,436	100,778	<u>102,693</u>	<u>104,079</u>
19	(N) Fish and Wildlife	90,200	91,418	<u>93,155</u>	<u>94,413</u>
20	(O) Forests, Parks and				
21	Recreation	90,200	91,418	<u>93,155</u>	<u>94,413</u>

1	(P) Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
2	(Q) Housing and Community				
3	Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
4	(R) Human Resources	99,436	100,778	<u>102,693</u>	<u>104,079</u>
5	(S) Human Services	106,365	107,801	<u>109,849</u>	<u>111,332</u>
6	(T) Digital Services	106,365	107,801	<u>109,849</u>	<u>111,332</u>
7	(U) Labor	99,436	100,778	<u>102,693</u>	<u>104,079</u>
8	(V) Libraries	90,200	91,418	<u>93,155</u>	<u>94,413</u>
9	(W) Liquor Control	90,200	91,418	<u>93,155</u>	<u>94,413</u>
10	(X) Lottery	90,200	91,418	<u>93,155</u>	<u>94,413</u>
11	(Y) Mental Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
12	(Z) Military	99,436	100,778	<u>102,693</u>	<u>104,079</u>
13	(AA) Motor Vehicles	90,200	91,418	<u>93,155</u>	<u>94,413</u>
14	(BB) Natural Resources	106,365	107,801	<u>109,849</u>	<u>111,332</u>
15	(CC) Natural Resources Board				
16	Chair	90,200	91,418	<u>93,155</u>	<u>94,413</u>
17	(DD) Public Safety	99,436	100,778	<u>102,693</u>	<u>104,079</u>
18	(EE) Public Service	99,436	100,778	<u>102,693</u>	<u>104,079</u>
19	(FF) Taxes	99,436	100,778	<u>102,693</u>	<u>104,079</u>
20	(GG) Tourism and				
21	Marketing	90,200	91,418	<u>93,155</u>	<u>94,413</u>

1	(HH) Transportation	106,365	107,801	<u>109,849</u>	<u>111,332</u>
2	(II) Vermont Health Access	99,436	100,778	<u>102,693</u>	<u>104,079</u>
3	(JJ) Veterans' Home	99,436	100,778	<u>102,693</u>	<u>104,079</u>

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

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

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

16 * * *

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

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

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

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

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

16 § 1141. ASSISTANT JUDGES

17 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
18 compensation in the amount of ~~\$167.63 a day as of July 10, 2016 and \$174.25~~
19 ~~a day as of July 09, 2017~~ \$177.56 a day as of July 8, 2018 and \$179.96 a day
20 as of January 6, 2019 for time spent in the performance of official duties and

1 necessary expenses as allowed to classified State employees. Compensation
2 under this section shall be based on a two-hour minimum and hourly thereafter.

3 * * *

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

5 § 1142. PROBATE JUDGES

6 (a) The Probate judges in the several Probate Districts shall be entitled to
7 receive the following annual salaries, which shall be paid by the State in lieu of
8 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>	
9					
10					
11					
12					
13					
14	(1) Addison	\$57,169	\$59,427	<u>\$60,556</u>	<u>\$61,374</u>
15	(2) Bennington	72,271	75,126	<u>76,553</u>	<u>77,586</u>
16	(3) Caledonia	50,698	52,701	<u>53,702</u>	<u>54,427</u>
17	(4) Chittenden	120,608	125,372	<u>127,754</u>	<u>129,479</u>
18	(5) Essex	14,163	14,722	<u>15,002</u>	<u>15,205</u>
19	(6) Franklin	57,169	59,427	<u>60,556</u>	<u>61,374</u>
20	(7) Grand Isle	14,163	14,722	<u>15,002</u>	<u>15,205</u>
21	(8) Lamoille	39,911	41,487	<u>42,275</u>	<u>42,846</u>

1	(9) Orange	47,460	49,335	<u>50,272</u>	<u>50,951</u>
2	(10) Orleans	46,383	48,215	<u>49,131</u>	<u>49,794</u>
3	(11) Rutland	402,473	406,521	<u>108,545</u>	<u>110,010</u>
4	(12) Washington	78,741	81,851	<u>83,406</u>	<u>84,532</u>
5	(13) Windham	63,641	66,155	<u>67,412</u>	<u>68,322</u>
6	(14) Windsor	86,293	89,702	<u>91,406</u>	<u>92,640</u>

7 * * *

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

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

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

12		<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
13		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
14		<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
15		<u>July 8, January 6,</u>	<u>July 7, January 5,</u>		
16		<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
17	(1) Chief Justice of Supreme	\$169,297	\$171,583	<u>\$174,843</u>	<u>\$177,203</u>
18	Court				
19	(2) Each Associate Justice	161,576	163,757	<u>166,868</u>	<u>169,121</u>
20	(3) Administrative judge	161,576	163,757	<u>166,868</u>	<u>169,121</u>
21	(4) Each Superior judge	153,603	155,677	<u>158,635</u>	<u>160,777</u>

1	(5) [Repealed.]				
2	(6) Each magistrate	115,815	117,379	<u>119,609</u>	<u>121,224</u>
3	(7) Each Judicial Bureau	115,815	117,379	<u>119,609</u>	<u>121,224</u>
4	hearing officer				

5 Sec. 9. 32 V.S.A. § 1141 is amended to read:

6 § 1141. ASSISTANT JUDGES

7 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
8 compensation in the amount of ~~\$177.56 a day as of July 8, 2018 and \$179.96 a~~
9 ~~day as of January 6, 2019~~ \$183.38 a day as of July 7, 2019 and \$185.86 a day
10 as of January 5, 2020 for time spent in the performance of official duties and
11 necessary expenses as allowed to classified State employees. Compensation
12 under this section shall be based on a two-hour minimum and hourly thereafter.

13 * * *

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

15 § 1142. PROBATE JUDGES

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

		Annual	Annual	<u>Annual</u>	<u>Annual</u>
		Salary	Salary	<u>Salary</u>	<u>Salary</u>
		as of	as of	<u>as of</u>	<u>as of</u>
		July 8,	January 6,	<u>July 7,</u>	<u>January 5,</u>
		2018	2019	<u>2019</u>	<u>2020</u>
1					
2					
3					
4					
5					
6	(1) Addison	\$60,556	\$61,374	<u>\$62,540</u>	<u>\$63,384</u>
7	(2) Bennington	76,553	77,586	<u>79,060</u>	<u>80,127</u>
8	(3) Caledonia	53,702	54,427	<u>55,461</u>	<u>56,210</u>
9	(4) Chittenden	127,754	129,479	<u>131,939</u>	<u>133,720</u>
10	(5) Essex	15,002	15,205	<u>15,494</u>	<u>15,703</u>
11	(6) Franklin	60,556	61,374	<u>62,540</u>	<u>63,384</u>
12	(7) Grand Isle	15,002	15,205	<u>15,494</u>	<u>15,703</u>
13	(8) Lamoille	42,275	42,846	<u>43,660</u>	<u>44,249</u>
14	(9) Orange	50,272	50,951	<u>51,919</u>	<u>52,620</u>
15	(10) Orleans	49,131	49,794	<u>50,740</u>	<u>51,425</u>
16	(11) Rutland	108,545	110,010	<u>112,100</u>	<u>113,613</u>
17	(12) Washington	83,406	84,532	<u>86,138</u>	<u>87,301</u>
18	(13) Windham	67,412	68,322	<u>69,620</u>	<u>70,560</u>
19	(14) Windsor	91,406	92,640	<u>94,400</u>	<u>95,674</u>

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

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

3 § 1182. SHERIFFS

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

11 * * *

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

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

14 § 1182. SHERIFFS

15 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
16 salaries in the amount of ~~\$82,274.00 as of July 8, 2018 and \$83,385.00 as of~~
17 ~~January 6, 2019~~ \$84,969.00 as of July 7, 2019 and \$86,116.00 as of January 5,
18 2020. The Sheriff of Chittenden County shall be entitled to an annual salary in
19 the amount of ~~\$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6,~~
20 ~~2019~~ \$89,919.00 as of July 7, 2019 and \$91,133.00 as of January 5, 2020.

21 * * *

1 * * * State’s Attorneys; Statutory Salaries; Fiscal Year 2019 * * *

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

3 § 1183. STATE’S ATTORNEYS

4 (a) The State’s Attorneys shall be entitled to receive annual salaries as
5 follows:

	Annual	Annual	<u>Annual</u>	<u>Annual</u>
	Salary	Salary	<u>Salary</u>	<u>Salary</u>
	as of	as of	<u>as of</u>	<u>as of</u>
	July 10,	July 09,	<u>July 8,</u>	<u>January 6,</u>
	2016	2017	<u>2018</u>	<u>2019</u>
11 (1) Addison County	\$105,064	\$109,214	<u>\$111,289</u>	<u>\$112,791</u>
12 (2) Bennington County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
13 (3) Caledonia County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
14 (4) Chittenden County	109,841	114,180	<u>116,349</u>	<u>117,920</u>
15 (5) Essex County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
16 (6) Franklin County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
17 (7) Grand Isle County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
18 (8) Lamoille County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
19 (9) Orange County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
20 (10) Orleans County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
21 (11) Rutland County	105,064	109,214	<u>111,289</u>	<u>112,791</u>

1	(12) Washington County	405,064	409,214	<u>111,289</u>	<u>112,791</u>
2	(13) Windham County	405,064	409,214	<u>111,289</u>	<u>112,791</u>
3	(14) Windsor County	405,064	409,214	<u>111,289</u>	<u>112,791</u>

4 * * *

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

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

7 § 1183. STATE'S ATTORNEYS

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

10		Annual	Annual	<u>Annual</u>	<u>Annual</u>
11		Salary	Salary	<u>Salary</u>	<u>Salary</u>
12		as of	as of	<u>as of</u>	<u>as of</u>
13		July 8,	January 6,	<u>July 7,</u>	<u>January 5,</u>
14		2018	2019	<u>2019</u>	<u>2020</u>
15	(1) Addison County	\$111,289	\$112,791	<u>\$114,934</u>	<u>\$116,486</u>
16	(2) Bennington County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
17	(3) Caledonia County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
18	(4) Chittenden County	116,349	117,920	<u>120,160</u>	<u>121,782</u>
19	(5) Essex County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
20	(6) Franklin County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
21	(7) Grand Isle County	83,468	84,595	<u>86,202</u>	<u>87,366</u>

1	(8) Lamoille County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
2	(9) Orange County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
3	(10) Orleans County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
4	(11) Rutland County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
5	(12) Washington County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
6	(13) Windham County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
7	(14) Windsor County	111,289	112,791	<u>114,934</u>	<u>116,486</u>

8 * * *

9 * * * Appropriations * * *

10 Sec. 15. PAY ACT APPROPRIATIONS

11 (a) Executive Branch. The two-year agreements between the State of
12 Vermont and the Vermont State Employees' Association for the Defender
13 General, nonmanagement, supervisory, and corrections bargaining units for the
14 period July 1, 2018 through June 30, 2020; the collective bargaining agreement
15 with the Vermont Troopers' Association for the period of July 1, 2018 through
16 June 30, 2020; and salary increases for employees in the Executive Branch not
17 covered by the bargaining agreements shall be funded as follows:

18 (1) Fiscal Year 2019.

19 (A) General Fund. The amount of \$6,666,000.00 is appropriated
20 from the General Fund to the Secretary of Administration for distribution to

1 departments to fund the fiscal year 2019 collective bargaining agreements and
2 the requirements of this act.

3 (B) Transportation Fund. The amount of \$1,876,000.00 is
4 appropriated from the Transportation Fund to the Secretary of Administration
5 for distribution to the Agency of Transportation and the Department of Public
6 Safety to fund the fiscal year 2019 collective bargaining agreements and the
7 requirements of this act.

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

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

19 (2) Fiscal Year 2020.

20 (A) General Fund. The amount of \$8,569,000.00 is appropriated
21 from the General Fund to the Secretary of Administration for distribution to

1 departments to fund the fiscal year 2020 collective bargaining agreements and
2 the requirements of this act.

3 (B) Transportation Fund. The amount of \$2,368,000.00 is
4 appropriated from the Transportation Fund to the Secretary of Administration
5 for distribution to the Agency of Transportation and the Department of Public
6 Safety to fund the fiscal year 2020 collective bargaining agreements and the
7 requirements of this act.

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

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

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

1 (b) Judicial Branch.

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

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

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

13 (B) Fiscal Year 2020. The amount of \$1,053,000.00 is appropriated
14 from the General Fund to the Judiciary to fund the fiscal year 2020 collective
15 bargaining agreement and the requirements of this act.

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

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

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

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* * * 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).