

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on Appropriations to which was referred House Bill
3 No. 928 entitled “An act relating to compensation for certain State employees
4 (Pay Act)” respectfully reports that it has considered the same and
5 recommends that the bill be amended by striking out all after the enacting
6 clause and inserting in lieu thereof the following:

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

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

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

12 (1) In Fiscal Year 2019:

13 (A)(i) for employees earning an annual salary of up to and including
14 \$90,000.00 as of July 1, 2018, 1.9 percent beginning on July 8, 2018; and

15 (ii) for employees earning an annual salary of more than
16 \$90,000.00 as of July 1, 2018, \$1,710.00 beginning on July 8, 2018; and

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

18 (2) In Fiscal Year 2020:

19 (A)(i) for employees earning an annual salary of up to and including
20 \$90,000.00 as of July 1, 2019, 1.9 percent beginning on July 7, 2019; and

1 (ii) for employees earning an annual salary of more than
2 \$90,000.00 as of July 1, 2019, \$1,710.00 beginning on July 7, 2019; and

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

4 (b)(1) The permitted increases set forth in subsection (a) of this section for
5 employees earning an annual salary of up to and including \$90,000.00 are
6 consistent with the collective bargaining agreement between the State and the
7 Vermont State Employees' Association for classified employees in the
8 Executive Branch, which provides for a 1.9 percent step increase in July 2018
9 and 2019 and a 1.35 percent across-the-board increase in January 2019 and
10 2020, resulting in an overall budgetary impact of 2.575 percent in Fiscal Year
11 2019 and of 3.25 percent in Fiscal Year 2020.

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

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

20 (a) For purposes of determining annual salary adjustments, special salary
21 increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), “the total rate

1 of adjustment available to classified employees under the collective bargaining
2 agreement” shall be the fiscal equivalent of compensation increases provided
3 in the collective bargaining agreement, which is as follows:

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

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

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

11 * * * Executive Branch; Miscellaneous Statutory Salaries;

12 Fiscal Year 2019 * * *

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

14 § 1003. STATE OFFICERS

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

17	Annual	Annual	<u>Annual</u>	<u>Annual</u>
18	Salary	Salary	<u>Salary</u>	<u>Salary</u>
19	as of	as of	<u>as of</u>	<u>as of</u>
20	July 10,	July 09,	<u>July 8,</u>	<u>January 6,</u>
21	2016	2017	<u>2018</u>	<u>2019</u>

1	Governor	\$166,060	\$172,619	\$174,329	\$176,682
2	Lieutenant Governor	70,490	73,274	74,666	75,674
3	Secretary of State	105,297	109,456	111,166	112,667
4	State Treasurer	105,297	109,456	111,166	112,667
5	Auditor of Accounts	105,297	109,456	111,166	112,667
6	Attorney General	126,055	131,034	132,744	134,536

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

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

3 (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 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 (A) Administration	\$100,416	\$104,382	\$106,092	\$107,524
10 (B) Agriculture,				
11 Food and Markets	100,416	104,382	106,092	107,524
12 (C) Financial Regulation	93,874	97,582	99,292	100,632
13 (D) Buildings and General				
14 Services	93,874	97,582	99,292	100,632
15 (E) Children and Families	93,874	97,582	99,292	100,632
16 (F) Commerce and Community				
17 Development	100,416	104,382	106,092	107,524
18 (G) Corrections	93,874	97,582	99,292	100,632
19 (H) Defender General	93,874	97,582	99,292	100,632
20 (I) Disabilities, Aging, and				
21 Independent Living	93,874	97,582	99,292	100,632

1	(J) Economic Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
2	(K) Education	100,416	104,382	<u>106,092</u>	<u>107,524</u>
3	(L) Environmental				
4	Conservation	93,874	97,582	<u>99,292</u>	<u>100,632</u>
5	(M) Finance and				
6	Management	93,874	97,582	<u>99,292</u>	<u>100,632</u>
7	(N) Fish and Wildlife	85,154	88,518	<u>90,200</u>	<u>91,418</u>
8	(O) Forests, Parks and				
9	Recreation	85,154	88,518	<u>90,200</u>	<u>91,418</u>
10	(P) Health	93,874	97,582	<u>99,292</u>	<u>100,632</u>
11	(Q) Housing and Community				
12	Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
13	(R) Human Resources	93,874	97,582	<u>99,292</u>	<u>100,632</u>
14	(S) Human Services	100,416	104,382	<u>106,092</u>	<u>107,524</u>
15	(T) Information and				
16	Innovation				
17	<u>Digital Services</u>	93,874	97,582	<u>106,092</u>	<u>107,524</u>
18	(U) Labor	93,874	97,582	<u>99,292</u>	<u>100,632</u>
19	(V) Libraries	85,154	88,518	<u>90,200</u>	<u>91,418</u>
20	(W) Liquor Control	85,154	88,518	<u>90,200</u>	<u>91,418</u>
21	(X) Lottery	85,154	88,518	<u>90,200</u>	<u>91,418</u>

1	(Y) Mental Health	93,874	97,582	<u>99,292</u>	<u>100,632</u>
2	(Z) Military	93,874	97,582	<u>99,292</u>	<u>100,632</u>
3	(AA) Motor Vehicles	85,154	88,518	<u>90,200</u>	<u>91,418</u>
4	(BB) Natural Resources	100,416	104,382	<u>106,092</u>	<u>107,524</u>
5	(CC) Natural Resources Board				
6	Chairperson <u>Chair</u>	85,154	88,518	<u>90,200</u>	<u>91,418</u>
7	(DD) Public Safety	93,874	97,582	<u>99,292</u>	<u>100,632</u>
8	(EE) Public Service	93,874	97,582	<u>99,292</u>	<u>100,632</u>
9	(FF) Taxes	93,874	97,582	<u>99,292</u>	<u>100,632</u>
10	(GG) Tourism and				
11	Marketing	85,154	88,518	<u>90,200</u>	<u>91,418</u>
12	(HH) Transportation	100,416	104,382	<u>106,092</u>	<u>107,524</u>
13	(II) Vermont Health Access	93,874	97,582	<u>99,292</u>	<u>100,632</u>
14	(JJ) Veterans' Home	93,874	97,582	<u>99,292</u>	<u>100,632</u>

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

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

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

7 * * *

8 * * * Executive Branch; Miscellaneous Statutory Salaries;

9 Fiscal Year 2020 * * *

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

11 § 1003. STATE OFFICERS

12 (a) Each elective officer of the Executive Department is entitled to an
13 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 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>
19 Governor	\$174,329	\$176,682	\$178,392	\$180,800
20 Lieutenant Governor	74,666	75,674	77,112	78,153
21 Secretary of State	111,166	112,667	114,377	115,921

1	State Treasurer	111,166	112,667	<u>114,377</u>	<u>115,921</u>
2	Auditor of Accounts	111,166	112,667	<u>114,377</u>	<u>115,921</u>
3	Attorney General	132,744	134,536	<u>136,246</u>	<u>138,085</u>

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

	<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>
1 (1) Heads of the following Departments and Agencies:				
2				
3				
4				
5				
6				
7 (A) Administration	<u>\$106,092</u>	<u>\$107,524</u>	<u>\$109,234</u>	<u>\$110,709</u>
8 (B) Agriculture,				
9 Food and Markets	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>
10 (C) Financial Regulation	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
11 (D) Buildings and General				
12 Services	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
13 (E) Children and Families	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
14 (F) Commerce and Community				
15 Development	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>
16 (G) Corrections	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
17 (H) Defender General	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
18 (I) Disabilities, Aging, and				
19 Independent Living	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
20 (J) Economic Development	<u>90,200</u>	<u>91,418</u>	<u>93,128</u>	<u>94,385</u>
21 (K) Education	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>

1	(L) Environmental				
2	Conservation	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
3	(M) Finance and				
4	Management	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
5	(N) Fish and Wildlife	90,200	91,418	<u>93,128</u>	<u>94,385</u>
6	(O) Forests, Parks and				
7	Recreation	90,200	91,418	<u>93,128</u>	<u>94,385</u>
8	(P) Health	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
9	(Q) Housing and Community				
10	Development	90,200	91,418	<u>93,128</u>	<u>94,385</u>
11	(R) Human Resources	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
12	(S) Human Services	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>
13	(T) Digital Services	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>
14	(U) Labor	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
15	(V) Libraries	90,200	91,418	<u>93,128</u>	<u>94,385</u>
16	(W) Liquor Control	90,200	91,418	<u>93,128</u>	<u>94,385</u>
17	(X) Lottery	90,200	91,418	<u>93,128</u>	<u>94,385</u>
18	(Y) Mental Health	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
19	(Z) Military	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
20	(AA) Motor Vehicles	90,200	91,418	<u>93,128</u>	<u>94,385</u>
21	(BB) Natural Resources	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>

1	(CC) Natural Resources Board				
2	Chair	90,200	91,418	<u>93,128</u>	<u>94,385</u>
3	(DD) Public Safety	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
4	(EE) Public Service	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
5	(FF) Taxes	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
6	(GG) Tourism and				
7	Marketing	90,200	91,418	<u>93,128</u>	<u>94,385</u>
8	(HH) Transportation	<u>106,092</u>	<u>107,524</u>	<u>109,234</u>	<u>110,709</u>
9	(II) Vermont Health Access	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>
10	(JJ) Veterans' Home	<u>99,292</u>	<u>100,632</u>	<u>102,342</u>	<u>103,724</u>

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

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

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

4 * * *

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

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

7 (c) The officers of the Judicial Branch named below shall be entitled to
8 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>
9				
10				
11				
12				
13				
14	(1) Chief Justice of Supreme	\$159,827	\$166,140	<u>\$167,850</u> <u>\$170,116</u>
15	Court			
16	(2) Each Associate Justice	152,538	158,563	<u>160,273</u> <u>162,437</u>
17	(3) Administrative judge	152,538	158,563	<u>160,273</u> <u>162,437</u>
18	(4) Each Superior judge	145,011	150,739	<u>152,449</u> <u>154,507</u>
19	(5) [Repealed.]			
20	(6) Each magistrate	109,337	113,656	<u>115,366</u> <u>116,923</u>
21	(7) Each Judicial Bureau	109,337	113,656	<u>115,366</u> <u>116,923</u>

1 hearing officer

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

3 § 1141. ASSISTANT JUDGES

4 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
5 compensation in the amount of ~~\$167.63 a day as of July 10, 2016 and \$174.25~~
6 ~~a day as of July 09, 2017~~ \$177.56 a day as of July 8, 2018 and \$179.96 a day
7 as of January 6, 2019 for time spent in the performance of official duties and
8 necessary expenses as allowed to classified State employees. Compensation
9 under this section shall be based on a two-hour minimum and hourly 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 of
15 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	\$57,169	\$59,427	<u>\$60,556</u>	<u>\$61,374</u>

1	(2) Bennington	72,271	75,126	<u>76,553</u>	<u>77,586</u>
2	(3) Caledonia	50,698	52,701	<u>53,702</u>	<u>54,427</u>
3	(4) Chittenden	120,608	125,372	<u>127,082</u>	<u>128,798</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	46,383	48,215	<u>49,131</u>	<u>49,794</u>
10	(11) Rutland	102,473	106,521	<u>108,231</u>	<u>109,692</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>

14 * * *

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

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

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

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

	<u>July 8, 2018</u>	<u>January 6, 2019</u>	<u>July 7, 2019</u>	<u>January 5, 2020</u>
(1) Chief Justice of Supreme Court	\$167,850	\$170,116	\$171,826	\$174,146
(2) Each Associate Justice	160,273	162,437	164,147	166,363
(3) Administrative judge	160,273	162,437	164,147	166,363
(4) Each Superior judge	152,449	154,507	156,217	158,326
(5) [Repealed.]				
(6) Each magistrate	115,366	116,923	118,633	120,235
(7) Each Judicial Bureau hearing officer	115,366	116,923	118,633	120,235

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.

* * *

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

2 § 1142. PROBATE JUDGES

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

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

1	(12) Washington	83,406	84,532	<u>86,138</u>	<u>87,301</u>
2	(13) Windham	67,412	68,322	<u>69,620</u>	<u>70,560</u>
3	(14) Windsor	91,406	92,640	<u>94,350</u>	<u>95,624</u>

4 * * *

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

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

7 § 1182. SHERIFFS

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

15 * * *

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

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

18 § 1182. SHERIFFS

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

1 2020. The Sheriff of Chittenden County shall be entitled to an annual salary in
2 the amount of ~~\$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6,~~
3 2019 \$89,919.00 as of July 7, 2019 and \$91,133.00 as of January 5, 2020.

4 * * *

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

6 Sec. 13. 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:

	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>
15 (1) Addison County	\$105,064	\$109,214	<u>\$110,924</u>	<u>\$112,421</u>
16 (2) Bennington County	105,064	109,214	<u>110,924</u>	<u>112,421</u>
17 (3) Caledonia County	105,064	109,214	<u>110,924</u>	<u>112,421</u>
18 (4) Chittenden County	109,841	114,180	<u>115,890</u>	<u>117,455</u>
19 (5) Essex County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
20 (6) Franklin County	105,064	109,214	<u>110,924</u>	<u>112,421</u>
21 (7) Grand Isle County	78,799	81,912	<u>83,468</u>	<u>84,595</u>

1	(8) Lamoille County	405,064	409,214	<u>110,924</u>	<u>112,421</u>
2	(9) Orange County	405,064	409,214	<u>110,924</u>	<u>112,421</u>
3	(10) Orleans County	405,064	409,214	<u>110,924</u>	<u>112,421</u>
4	(11) Rutland County	405,064	409,214	<u>110,924</u>	<u>112,421</u>
5	(12) Washington County	405,064	409,214	<u>110,924</u>	<u>112,421</u>
6	(13) Windham County	405,064	409,214	<u>110,924</u>	<u>112,421</u>
7	(14) Windsor County	405,064	409,214	<u>110,924</u>	<u>112,421</u>

8 * * *

9 * * * State’s Attorneys; Statutory Salaries; Fiscal Year 2020 * * *

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

11 § 1183. STATE’S ATTORNEYS

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

14		<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
15		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
16		<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
17		<u>July 8,</u>	<u>January 6,</u>	<u>July 7,</u>	<u>January 5,</u>
18		<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
19	(1) Addison County	<u>\$110,924</u>	<u>\$112,421</u>	<u>\$114,131</u>	<u>\$115,672</u>
20	(2) Bennington County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
21	(3) Caledonia County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>

1	(4) Chittenden County	<u>115,890</u>	<u>117,455</u>	<u>119,165</u>	<u>120,774</u>
2	(5) Essex County	83,468	84,595	86,202	87,366
3	(6) Franklin County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
4	(7) Grand Isle County	83,468	84,595	86,202	87,366
5	(8) Lamoille County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
6	(9) Orange County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
7	(10) Orleans County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
8	(11) Rutland County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
9	(12) Washington County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
10	(13) Windham County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>
11	(14) Windsor County	<u>110,924</u>	<u>112,421</u>	<u>114,131</u>	<u>115,672</u>

12 * * *

13 * * * Appropriations * * *

14 Sec. 15. PAY ACT APPROPRIATIONS

15 (a) Executive Branch. The two-year agreements between the State of
16 Vermont and the Vermont State Employees' Association for the Defender
17 General, nonmanagement, supervisory, and corrections bargaining units for the
18 period of July 1, 2018 through June 30, 2020; the collective bargaining
19 agreement with the Vermont Troopers' Association for the period of July 1,
20 2018 through June 30, 2020; and salary increases for employees in the

1 Executive Branch not covered by the bargaining agreements shall be funded as
2 follows:

3 (1) Fiscal Year 2019.

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

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

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

18 (D) Transfers. With due regard to the possible availability of other
19 funds, for fiscal year 2019, the Secretary of Administration may transfer from
20 the various appropriations and various funds and from the receipts of the
21 Liquor Control Board such sums as the Secretary may determine to be

1 necessary to carry out the purposes of this act to the various agencies supported
2 by State funds.

3 (2) Fiscal Year 2020.

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

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

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

18 (D) Transfers. With due regard to the possible availability of other
19 funds, for fiscal year 2020, the Secretary of Administration may transfer from
20 the various appropriations and various funds and from the receipts of the
21 Liquor Control Board such sums as the Secretary may determine to be

1 necessary to carry out the purposes of this act to the various agencies supported
2 by State funds.

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

5 (b) Judicial Branch.

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

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

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

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

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

