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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

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:

	<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>
16 Governor	<del>\$166,060</del>	<del>\$172,619</del>	<u>\$175,899</u>	<u>\$178,274</u>
17 Lieutenant Governor	<del>70,490</del>	<del>73,274</del>	<u>74,666</u>	<u>75,674</u>
18 Secretary of State	<del>105,297</del>	<del>109,456</del>	<u>111,536</u>	<u>113,042</u>
19 State Treasurer	<del>105,297</del>	<del>109,456</del>	<u>111,536</u>	<u>113,042</u>
20 Auditor of Accounts	<del>105,297</del>	<del>109,456</del>	<u>111,536</u>	<u>113,042</u>
21 Attorney General	<del>126,055</del>	<del>131,034</del>	<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	<del>Base</del>	<del>Base</del>	<u>Base</u>	<u>Base</u>
20	<del>Salary</del>	<del>Salary</del>	<u>Salary</u>	<u>Salary</u>
21	<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>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
1				
2				
3	(A) Administration	<del>\$100,416</del>	<del>\$104,382</del>	<u>\$106,365</u> <u>\$107,801</u>
4	(B) Agriculture,			
5	Food and Markets	<del>100,416</del>	<del>104,382</del>	<u>106,365</u> <u>107,801</u>
6	(C) Financial Regulation	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
7	(D) Buildings and General			
8	Services	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
9	(E) Children and Families	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
10	(F) Commerce and Community			
11	Development	<del>100,416</del>	<del>104,382</del>	<u>106,365</u> <u>107,801</u>
12	(G) Corrections	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
13	(H) Defender General	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
14	(I) Disabilities, Aging, and			
15	Independent Living	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
16	(J) Economic Development	<del>85,154</del>	<del>88,518</del>	<u>90,200</u> <u>91,418</u>
17	(K) Education	<del>100,416</del>	<del>104,382</del>	<u>106,365</u> <u>107,801</u>
18	(L) Environmental			
19	Conservation	<del>93,874</del>	<del>97,582</del>	<u>99,436</u> <u>100,778</u>
20	(M) Finance and			
21	Management	<del>93,874</del>	<del>97,582</del>	<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) <del>Information and</del>				
10	<del>Innovation</del>				
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	<del>Chairperson</del> <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:

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 8,</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	75,674	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

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>
20 (A) Administration	\$106,365	\$107,801	\$109,849	\$111,332

1	(B) Agriculture,				
2	Food and Markets	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
3	(C) Financial Regulation	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
4	(D) Buildings and General				
5	Services	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
6	(E) Children and Families	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
7	(F) Commerce and Community				
8	Development	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
9	(G) Corrections	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
10	(H) Defender General	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
11	(I) Disabilities, Aging, and				
12	Independent Living	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
13	(J) Economic Development	<del>90,200</del>	<del>91,418</del>	<u>93,155</u>	<u>94,413</u>
14	(K) Education	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
15	(L) Environmental				
16	Conservation	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
17	(M) Finance and				
18	Management	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
19	(N) Fish and Wildlife	<del>90,200</del>	<del>91,418</del>	<u>93,155</u>	<u>94,413</u>
20	(O) Forests, Parks and				
21	Recreation	<del>90,200</del>	<del>91,418</del>	<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	<del>106,365</del>	<del>107,801</del>	<u>109,849</u>	<u>111,332</u>
2	(II) Vermont Health Access	<del>99,436</del>	<del>100,778</del>	<u>102,693</u>	<u>104,079</u>
3	(JJ) Veterans' Home	<del>99,436</del>	<del>100,778</del>	<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~~ July 7, 2019 of \$78,975.00 and as of  
9 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:

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

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

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	<del>\$57,169</del>	<del>\$59,427</del>	<del>\$60,556</del>	<del>\$61,374</del>
15	(2) Bennington	<del>72,271</del>	<del>75,126</del>	<del>76,553</del>	<del>77,586</del>
16	(3) Caledonia	<del>50,698</del>	<del>52,701</del>	<del>53,702</del>	<del>54,427</del>
17	(4) Chittenden	<del>120,608</del>	<del>125,372</del>	<del>127,754</del>	<del>129,479</del>
18	(5) Essex	<del>14,163</del>	<del>14,722</del>	<del>15,002</del>	<del>15,205</del>
19	(6) Franklin	<del>57,169</del>	<del>59,427</del>	<del>60,556</del>	<del>61,374</del>
20	(7) Grand Isle	<del>14,163</del>	<del>14,722</del>	<del>15,002</del>	<del>15,205</del>
21	(8) Lamoille	<del>39,911</del>	<del>41,487</del>	<del>42,275</del>	<del>42,846</del>

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	102,473	106,521	<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:

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

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



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

20 \* \* \*

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:

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

1	(12) Washington County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
2	(13) Windham County	<del>405,064</del>	<del>409,214</del>	<u>111,289</u>	<u>112,791</u>
3	(14) Windsor County	<del>405,064</del>	<del>409,214</del>	<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		<del>Annual</del>	<del>Annual</del>	<u>Annual</u>	<u>Annual</u>
11		<del>Salary</del>	<del>Salary</del>	<u>Salary</u>	<u>Salary</u>
12		<del>as of</del>	<del>as of</del>	<u>as of</u>	<u>as of</u>
13		<del>July 8,</del>	<del>January 6,</del>	<u>July 7,</u>	<u>January 5,</u>
14		<del>2018</del>	<del>2019</del>	<u>2019</u>	<u>2020</u>
15	(1) Addison County	<del>\$111,289</del>	<del>\$112,791</del>	<u>\$114,934</u>	<u>\$116,486</u>
16	(2) Bennington County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
17	(3) Caledonia County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
18	(4) Chittenden County	<del>116,349</del>	<del>117,920</del>	<u>120,160</u>	<u>121,782</u>
19	(5) Essex County	<del>83,468</del>	<del>84,595</del>	<u>86,202</u>	<u>87,366</u>
20	(6) Franklin County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
21	(7) Grand Isle County	<del>83,468</del>	<del>84,595</del>	<u>86,202</u>	<u>87,366</u>

1	(8) Lamoille County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
2	(9) Orange County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
3	(10) Orleans County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
4	(11) Rutland County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
5	(12) Washington County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
6	(13) Windham County	<del>111,289</del>	<del>112,791</del>	<u>114,934</u>	<u>116,486</u>
7	(14) Windsor County	<del>111,289</del>	<del>112,791</del>	<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 of July 1, 2018 through June 30, 2020; the collective bargaining  
15 agreement with the Vermont Troopers' Association for the period of July 1,  
16 2018 through June 30, 2020; and salary increases for employees in the  
17 Executive Branch not covered by the bargaining agreements shall be funded as  
18 follows:

19 (1) Fiscal Year 2019.

20 (A) General Fund. The amount of \$6,666,000.00 is appropriated  
21 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 of July 1, 2018 through June 30, 2020 and salary increases for  
8 employees in the Judicial Branch not covered by the bargaining agreements  
9 shall be 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 of July 1, 2018 through  
17 June 30, 2020, 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).