



Vermont Department of State's Attorneys and Sheriffs
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Memorandum

To: House Government Operations Committee

From: Annie Noonan, Dept. of State's Attorneys & Sheriffs, on behalf of SAS and the VSEA Bargaining Teams

Date: 5/28/2020

Re: Pay Act Estimate for FY21

Thank you for the opportunity to speak with the HGO committee today. As noted, the VSEA and our Department reached a tentative agreement this week (5/27/20) in the negotiations for the first collective bargaining agreement covering the staff in the State's Attorneys' offices. Pending the results of the union's ratification process, neither side is yet at liberty to discuss the specific details of the agreement. The parties were able to reach agreement without need for third-party intervention (mediation or fact-finding) – evidence of the good-faith bargaining that prevailed during these negotiations. Due to social distancing requirements, the bargaining meetings were conducted via Zoom – perhaps a new model for contract talks, and one which resulted in several unplanned, but amusing, introductions to people's children and pets.

Our estimates for the FY21 Pay Act¹ are as follows:

- State's Attorneys Bargaining Unit² and other non-Exempt SA employees: \$671,946.73
- Other contract provision costs which were not budgeted for FY21 as the costs were unknown at time of budget construction because contract negotiations were not yet started; however, these are obligated FY21 costs under the terms of the new contract: \$163,880.00
- State Transport Deputies and Sheriffs' Central Office Admin: \$75,497.15

¹*Salary increases and salary-driven increases*

² *Victim Advocates increased costs are paid through CCVS grant. Prosecutors paid on federal grants are not included in pay act cost, except for required State GF match money.*

The Department of State's Attorneys and Sheriffs and the VSEA negotiators will be available to answer any questions that HGO Committee members may have regarding costs, (and other contract details, post-ratification).

Thank you for your assistance and support of our dedicated employees.