

1 H.889

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

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

4 * * * Collective Bargaining Agreements; Fiscal Years 2025 and 2026 * * *

5 Sec. 1. COLLECTIVE BARGAINING AGREEMENTS; FISCAL YEARS

6 2025 AND 2026

7 (a) Fiscal year 2025. This act fully funds the first year of the collective
8 bargaining agreements between the State and the Vermont State Employees'
9 Association and the State and the Vermont Troopers' Association for the
10 period of July 1, 2024 through June 30, 2025. The collective bargaining
11 agreements for most classified employees provide in fiscal year 2025 an
12 average 1.9 percent step increase and 4.5 percent across-the-board increase for
13 a total of a 6.4 percent increase.

14 (b) Fiscal year 2026. This act fully funds the second year of the collective
15 bargaining agreements between the State and the Vermont State Employees'
16 Association and the State and the Vermont Troopers' Association for the
17 period of July 1, 2025 through June 30, 2026. The collective bargaining
18 agreements for most classified employees provide in fiscal year 2026 an
19 average 1.9 percent step increase and 3.5 percent across-the-board increase for
20 a total of a 5.4 percent increase.

1 * * * Exempt Employees; Fiscal Years 2025 and 2026 * * *

2 Sec. 2. EXEMPT EMPLOYEES; PERMITTED SALARY INCREASES;

3 FISCAL YEARS 2025 AND 2026

4 (a) Fiscal year 2025. The Executive, Judicial, and Legislative Branches
5 may extend the fiscal year 2025 provisions of the collective bargaining
6 agreements that are funded by this act to employees not covered by the
7 bargaining agreements as they determine to be appropriate and in accordance
8 with the appropriations provided to each branch.

9 (b) Fiscal year 2026. The Executive, Judicial, and Legislative Branches
10 may extend the fiscal year 2026 provisions of the collective bargaining
11 agreements that are funded by this act to employees not covered by the
12 bargaining agreements as they determine to be appropriate and in accordance
13 with the appropriations provided to each branch.

14 Sec. 3. EXECUTIVE BRANCH; EXEMPT AGENCY AND

15 DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE

16 ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND SPECIAL

17 SALARY INCREASE OR BONUS

18 (a) Fiscal year 2025. For purposes of determining annual salary
19 adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b)
20 and 1020(b), “the average rate of adjustment available to most classified

1 employees under the collective bargaining agreement” shall be, in fiscal year
2 2025, 6.4 percent.

3 (b) Fiscal year 2026. For purposes of determining annual salary
4 adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b)
5 and 1020(b), “the average rate of adjustment available to most classified
6 employees under the collective bargaining agreement” shall be, in fiscal year
7 2026, 5.4 percent.

8 * * * Executive Branch; Miscellaneous Statutory Salaries;

9 Fiscal Years 2025 and 2026 * * *

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 3,</u>	<u>July 2,</u>	<u>July 14,</u>	<u>July 13,</u>
	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
19 (1) Governor	\$201,150	\$208,995	\$222,371	\$234,379
20 (2) Lieutenant Governor	\$85,384	\$88,714	\$94,392	\$99,489
21 (3) Secretary of State	\$127,548	\$132,522	\$141,003	\$148,617

1	(4) State Treasurer	\$127,548	\$132,522	<u>\$141,003</u>	<u>\$148,617</u>
2	(5) Auditor of Accounts	\$127,548	\$132,522	<u>\$141,003</u>	<u>\$148,617</u>
3	(6) Attorney General	\$152,725	\$158,681	<u>\$168,837</u>	<u>\$177,954</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 rate of adjustment
12 available to most 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 rate of
19 adjustment available to most classified employees under the collective
20 bargaining agreement then in effect.

21 (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 3,</u>	<u>July 2,</u>	<u>July 14,</u>	<u>July 13,</u>
		<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
1					
2					
3					
4					
5					
6	(A) Administration	\$121,634	\$126,378	\$134,466	\$141,727
7	(B) Agriculture,				
8	Food and				
9	Markets	\$121,634	\$126,378	\$134,466	\$141,727
10	(C) Financial				
11	Regulation	\$113,710	\$118,145	\$125,706	\$132,494
12	(D) Buildings and				
13	General Services	\$113,710	\$118,145	\$125,706	\$132,494
14	(E) Children and				
15	Families	\$113,710	\$118,145	\$125,706	\$132,494
16	(F) Commerce and				
17	Community				
18	Development	\$121,634	\$126,378	\$134,466	\$141,727
19	(G) Corrections	\$113,710	\$118,145	\$125,706	\$132,494
20	(H) Defender				
21	General	\$113,710	\$118,145	\$125,706	\$132,494

1	(I) Disabilities,				
2	Aging, and				
3	Independent				
4	Living	\$113,710	\$118,145	<u>\$125,706</u>	<u>\$132,494</u>
5	(J) Economic				
6	Development	\$103,149	\$107,172	<u>\$114,031</u>	<u>\$120,189</u>
7	(K) Education	\$121,634	\$126,378	<u>\$134,466</u>	<u>\$141,727</u>
8	(L) Environmental				
9	Conservation	\$113,710	\$118,145	<u>\$125,706</u>	<u>\$132,494</u>
10	(M) Finance and				
11	Management	\$113,710	\$118,145	<u>\$125,706</u>	<u>\$132,494</u>
12	(N) Fish and				
13	Wildlife	\$103,149	\$107,172	<u>\$114,031</u>	<u>\$120,189</u>
14	(O) Forests, Parks				
15	and Recreation	\$103,149	\$107,172	<u>\$114,031</u>	<u>\$120,189</u>
16	(P) Health	\$113,710	\$118,145	<u>\$125,706</u>	<u>\$132,494</u>
17	(Q) Housing and				
18	Community				
19	Development	\$103,149	\$107,172	<u>\$114,031</u>	<u>\$120,189</u>
20	(R) Human				
21	Resources	\$113,710	\$118,145	<u>\$125,706</u>	<u>\$132,494</u>

1	(S) Human Services	\$ 121,634	\$ 126,378	<u>\$134,466</u>	<u>\$141,727</u>
2	(T) Digital Services	\$ 121,634	\$ 126,378	<u>\$134,466</u>	<u>\$141,727</u>
3	(U) Labor	\$ 113,710	\$ 118,145	<u>\$125,706</u>	<u>\$132,494</u>
4	(V) Libraries	\$ 103,149	\$ 107,172	<u>\$114,031</u>	<u>\$120,189</u>
5	(W) Liquor and				
6	Lottery	\$ 103,149	\$ 107,172	<u>\$114,031</u>	<u>\$120,189</u>
7	(X) [Repealed.]				
8	(Y) Mental Health	\$ 113,710	\$ 118,145	<u>\$125,706</u>	<u>\$132,494</u>
9	(Z) Military	\$ 113,710	\$ 118,145	<u>\$125,706</u>	<u>\$132,494</u>
10	(AA) Motor				
11	Vehicles	\$ 103,149	\$ 107,172	<u>\$114,031</u>	<u>\$120,189</u>
12	(BB) Natural				
13	Resources	\$ 121,634	\$ 126,378	<u>\$134,466</u>	<u>\$141,727</u>
14	(CC) Natural				
15	Resources				
16	Board Chair	\$ 103,149	\$ 107,172	<u>\$114,031</u>	<u>\$120,189</u>
17	(DD) Public Safety	\$ 113,710	\$ 118,145	<u>\$125,706</u>	<u>\$132,494</u>
18	(EE) Public Service	\$ 113,710	\$ 118,145	<u>\$125,706</u>	<u>\$132,494</u>
19	(FF) Taxes	\$ 113,710	\$ 118,145	<u>\$125,706</u>	<u>\$132,494</u>
20	(GG) Tourism and				
21	Marketing	\$ 103,149	\$ 107,172	<u>\$114,031</u>	<u>\$120,189</u>

1 * * * Judicial Branch; Statutory Salaries; Fiscal Years 2025 and 2026 * * *

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

3 (c) The officers of the Judicial Branch named in this subsection shall be
4 entitled to annual salaries as follows:

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 3,</u>	<u>July 2,</u>	<u>July 14,</u>	<u>July 13,</u>
	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
10 (1) Chief Justice of				
11 Supreme Court	\$193,600	\$201,150	\$214,024	\$225,581
12 (2) Each Associate				
13 Justice	\$184,771	\$191,977	\$204,264	\$215,294
14 (3) Administrative				
15 Judge	\$184,771	\$191,977	\$204,264	\$215,294
16 (4) Each Superior				
17 Judge	\$175,654	\$182,505	\$194,185	\$204,671
18 (5) [Repealed.]				
19 (6) Each				
20 Magistrate	\$132,441	\$137,606	\$146,413	\$154,319
21 (7) Each Judicial				

1 Bureau hearing
2 officer \$~~132,441~~ \$~~137,606~~ \$146,413 \$154,319

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

4 § 1141. ASSISTANT JUDGES

5 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
6 compensation in the amount of ~~\$203.05~~ \$224.47 a day as of ~~July 3, 2022~~ July
7 14, 2024 and ~~\$210.97~~ \$236.59 a day as of ~~July 2, 2023~~ July 13, 2025 for time
8 spent in the performance of official duties and necessary expenses as allowed
9 to classified State employees. Compensation under this section shall be based
10 on a two-hour minimum and hourly thereafter.

11 (2)(A) The compensation paid to an assistant judge pursuant to this
12 section shall be paid by the State except as provided in subdivision (B) of this
13 subdivision (2).

14 (B) The compensation paid to an assistant judge pursuant to this
15 section shall be paid by the county at the State rate established in subdivision
16 (a)(1) of this section when an assistant judge is sitting with a presiding
17 Superior judge in the Civil or Family Division of the Superior Court.

18 (b) Assistant judges of the Superior Court shall be entitled to receive pay
19 for such days as they attend court when it is in actual session or during a court
20 recess when engaged in the special performance of official duties.

1 Sec. 7. 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 3,	July 2,	<u>July 14,</u>	<u>July 13,</u>
	2022	2023	<u>2024</u>	<u>2025</u>
11 (1) Addison	\$69,249	\$71,950	<u>\$76,555</u>	<u>\$80,689</u>
12 (2) Bennington	\$87,541	\$90,955	<u>\$96,776</u>	<u>\$102,002</u>
13 (3) Caledonia	\$61,412	\$63,807	<u>\$67,891</u>	<u>\$71,557</u>
14 (4) Chittenden	\$146,093	\$151,791	<u>\$161,506</u>	<u>\$170,227</u>
15 (5) Essex	\$17,156	\$17,825	<u>\$18,966</u>	<u>\$19,990</u>
16 (6) Franklin	\$69,249	\$71,950	<u>\$76,555</u>	<u>\$80,689</u>
17 (7) Grand Isle	\$17,156	\$17,825	<u>\$18,966</u>	<u>\$19,990</u>
18 (8) Lamoille	\$48,343	\$50,228	<u>\$53,443</u>	<u>\$56,329</u>
19 (9) Orange	\$57,489	\$59,731	<u>\$63,554</u>	<u>\$66,986</u>
20 (10) Orleans	\$56,183	\$58,374	<u>\$62,110</u>	<u>\$65,464</u>
21 (11) Rutland	\$124,126	\$128,967	<u>\$137,221</u>	<u>\$144,631</u>

1	(12) Washington	\$95,379	\$99,099	<u>\$105,441</u>	<u>\$111,135</u>
2	(13) Windham	\$77,089	\$80,095	<u>\$85,221</u>	<u>\$89,823</u>
3	(14) Windsor	\$104,527	\$108,604	<u>\$115,555</u>	<u>\$121,795</u>

4 (b) Probate judges shall be entitled to be paid by the State for their actual
5 and necessary expenses under the rules pertaining to classified State
6 employees. The compensation for the Probate judge of the Chittenden District
7 shall be for full-time service.

8 (c) All Probate judges, regardless of the number of hours worked annually,
9 shall be eligible to participate in all employee benefits that are available to
10 exempt employees of the Judicial Department.

11 * * * Sheriffs; Statutory Salaries; Fiscal Years 2025 and 2026 * * *

12 Sec. 8. 32 V.S.A. § 1182 is amended to read:

13 § 1182. SHERIFFS

14 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
15 salaries in the amount of ~~\$94,085.00~~ \$104,010.00 as of ~~July 3, 2022~~ July 14,
16 2024 and ~~\$97,754.00~~ \$109,627.00 as of ~~July 2, 2023~~ July 13, 2025. The
17 Sheriff of Chittenden County shall be entitled to an annual salary in the amount
18 of ~~\$99,566.00~~ \$110,070.00 as of ~~July 3, 2022~~ July 14, 2024 and ~~\$103,449.00~~
19 \$116,014.00 as of ~~July 2, 2023~~ July 13, 2025.

1 (b) Compensation under subsection (a) of this section shall be reduced by
2 10 percent for any sheriff who has not obtained Level III law enforcement
3 officer certification under 20 V.S.A. § 2358.

4 * * * State's Attorneys; Statutory Salaries; Fiscal Years 2025 and 2026 * * *

5 Sec. 9. 32 V.S.A. § 1183 is amended to read:

6 § 1183. STATE'S ATTORNEYS

7 (a) The State's Attorneys shall be entitled to receive annual salaries as
8 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 3,	July 2,	<u>July 14,</u>	<u>July 13,</u>
	2022	2023	<u>2024</u>	<u>2025</u>
14 (1) Addison County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
15 (2) Bennington				
16 County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
17 (3) Caledonia County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
18 (4) Chittenden County	\$133,051	\$138,240	<u>\$147,087</u>	<u>\$155,030</u>
19 (5) Essex County	\$95,451	\$99,174	<u>\$105,521</u>	<u>\$111,219</u>
20 (6) Franklin County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
21 (7) Grand Isle County	\$95,451	\$99,174	<u>\$105,521</u>	<u>\$111,219</u>

1	(8) Lamoille County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
2	(9) Orange County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
3	(10) Orleans County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
4	(11) Rutland County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
5	(12) Washington				
6	County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
7	(13) Windham County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>
8	(14) Windsor County	\$127,265	\$132,228	<u>\$140,691</u>	<u>\$148,288</u>

9 (b) In settlement of their accounts, the Commissioner of Finance and
10 Management shall allow the State's Attorneys the expense of printing briefs in
11 cases in which the State's Attorney has represented the State and their
12 necessary and actual expenses under the rules pertaining to classified State
13 employees.

14 * * * Appropriations * * *

15 Sec. 10. PAY ACT APPROPRIATIONS; FISCAL YEARS 2025 AND
16 2026

17 (a) Executive Branch. The first and second years of the two-year
18 agreements between the State of Vermont and the Vermont State Employees'
19 Association for the Defender General, Non-Management, Supervisory, and
20 Corrections bargaining units, and, for the purpose of appropriation, the State's
21 Attorneys' offices bargaining unit, for the period of July 1, 2024 through June

1 30, 2026; the collective bargaining agreement with the Vermont Troopers'
2 Association for the period of July 1, 2024 through June 30, 2026; and salary
3 increases for employees in the Executive Branch not covered by the bargaining
4 agreements shall be funded as follows:

5 (1) Fiscal year 2025.

6 (A) General Fund. The amount of \$27,279,337.00 is appropriated
7 from the General Fund to the Secretary of Administration for distribution to
8 departments to fund the fiscal year 2025 collective bargaining agreements and
9 the requirements of this act.

10 (B) Transportation Fund. The amount of \$2,500,000.00 is
11 appropriated from the Transportation Fund to the Secretary of Administration
12 for distribution to the Agency of Transportation and the Department of Public
13 Safety to fund the fiscal year 2025 collective bargaining agreements and the
14 requirements of this act.

15 (C) Other funds. The Administration shall provide additional
16 spending authority to departments through the existing process of excess
17 receipts to fund the fiscal year 2025 collective bargaining agreements and the
18 requirements of this act. The estimated amounts are \$25,627,057.00 from a
19 special fund, federal funds, and other sources.

20 (D) Transfers. With due regard to the possible availability of other
21 funds, for fiscal year 2025, the Secretary of Administration may transfer from

1 the various appropriations and various funds and from the receipts of the
2 Liquor Control Board such sums as the Secretary may determine to be
3 necessary to carry out the purposes of this act to the various agencies supported
4 by State funds.

5 (2) Fiscal year 2026.

6 (A) General Fund. The amount of \$24,644,442.00 is appropriated
7 from the General Fund to the Secretary of Administration for distribution to
8 departments to fund the fiscal year 2026 collective bargaining agreements and
9 the requirements of this act.

10 (B) Transportation Fund. The amount of \$3,000,000.00 is
11 appropriated from the Transportation Fund to the Secretary of Administration
12 for distribution to the Agency of Transportation and the Department of Public
13 Safety to fund the fiscal year 2026 collective bargaining agreements and the
14 requirements of this act.

15 (C) Other funds. The Administration shall provide additional
16 spending authority to departments through the existing process of excess
17 receipts to fund the fiscal year 2026 collective bargaining agreements and the
18 requirements of this act. The estimated amounts are \$27,868,854.00 from a
19 special fund, federal funds, and other sources.

20 (D) Transfers. With due regard to the possible availability of other
21 funds, for fiscal year 2026, the Secretary of Administration may transfer from

1 the various appropriations and various funds and from the receipts of the
2 Liquor Control Board such sums as the Secretary may determine to be
3 necessary to carry out the purposes of this act to the various agencies supported
4 by State funds.

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

7 (b) Judicial Branch.

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

12 (2) Fiscal year 2025. The first year of the two-year agreements between
13 the State of Vermont and the Vermont State Employees' Association for the
14 judicial bargaining unit for the period of July 1, 2024 through June 30, 2025
15 and salary increases for employees in the Judicial Branch not covered by the
16 bargaining agreements shall be funded as follows: the amount of
17 \$2,470,963.00 is appropriated from the General Fund and the amount of
18 \$185,986.00 is provided from other sources to the Judiciary to fund the fiscal
19 year 2025 collective bargaining agreement and the requirements of this act.

20 (3) Fiscal year 2026. The second year of the two-year agreements
21 between the State of Vermont and the Vermont State Employees' Association

1 for the judicial bargaining unit for the period of July 1, 2025 through June 30,
2 2026 and salary increases for employees in the Judicial Branch not covered by
3 the bargaining agreements shall be funded as follows: the amount of
4 \$2,388,783.00 is appropriated from the General Fund and the amount of
5 \$179,801.00 is provided from other sources to the Judiciary to fund the fiscal
6 year 2026 collective bargaining agreement and the requirements of this act.

7 (c) Legislative Branch.

8 (1) For the period of July 1, 2024 through June 30, 2025, the General
9 Assembly, including all Legislative Branch employees, shall be funded as
10 follows: the amount of \$884,808.00 is appropriated from the General Fund to
11 the Legislative Branch.

12 (2) For the period of July 1, 2025 through June 30, 2026, the General
13 Assembly, including all Legislative Branch employees, shall be funded as
14 follows: the amount of \$758,613.00 is appropriated from the General Fund to
15 the Legislative Branch.

16 * * * Effective Date * * *

17 Sec. 11. EFFECTIVE DATE

18 This act shall take effect on July 1, 2024.