

1 H.951

2 Representatives Scheu of Middlebury, Bluemle of Burlington, Dickinson of
 3 St. Albans Town, Feltus of Lyndon, Kascenska of Burke, Laroche of Franklin,
 4 Mrowicki of Putney, Nigro of Bennington, Squirrell of Underhill, Stevens of
 5 Waterbury, and Yacavone of Morristown move that the bill be amended as
 6 follows:

7 **First:** In Sec. A.108, legend, in subsection (b), following “the F” by
 8 inserting “sections contain the Pay Act; and the G”

9 **EXPLANATION: Amends the legend section to address the inclusion of**
 10 **the Pay Act**

11 **Second:** By striking out Sec. B.301, Secretary’s office - global
 12 commitment, in its entirety and inserting in lieu thereof a new Sec. B.301 to
 13 read as follows:

14 Sec. B.301 Secretary’s office - global commitment

| | | |
|----|----------------------------------|----------------------|
| 15 | Grants | <u>2,271,638,242</u> |
| 16 | Total | 2,271,638,242 |
| 17 | Source of funds | |
| 18 | General fund | 743,251,131 |
| 19 | Special funds | 31,874,504 |
| 20 | Tobacco fund | 21,049,373 |
| 21 | State health care resources fund | 31,074,772 |
| 22 | Federal funds | 1,439,202,567 |

| | | |
|---|-----------------------------|------------------|
| 1 | Interdepartmental transfers | <u>5,185,895</u> |
| 2 | Total | 2,271,638,242 |

3 **EXPLANATION: Corrects section to move \$251,965 General Fund and**
 4 **increase federal funds by \$348,953 for Global Commitment appropriation**
 5 **in B.311**

6 **Third:** By striking out Sec. B.311, health - administration and support, in its
 7 entirety and inserting in lieu thereof a new Sec. B.311 to read as follows:

8 Sec. B.311 Health - administration and support

| | | |
|----|-----------------------------|----------------|
| 9 | Personal services | 9,530,484 |
| 10 | Operating expenses | 9,699,306 |
| 11 | Grants | <u>600,918</u> |
| 12 | Total | 19,830,708 |
| 13 | Source of funds | |
| 14 | General fund | 3,988,804 |
| 15 | Special funds | 1,584,462 |
| 16 | Tobacco fund | 70,101 |
| 17 | Federal funds | 9,440,311 |
| 18 | Global Commitment fund | 4,619,040 |
| 19 | Interdepartmental transfers | <u>127,990</u> |
| 20 | Total | 19,830,708 |

21 **EXPLANATION: Corrects section to increase Global Commitment by**
 22 **\$600,918 reflecting changes in Sec. B.301**

1 **Fourth:** By striking out Sec. B.316, Department for children and families -
 2 administration & support services, in its entirety and inserting in lieu thereof a
 3 new Sec. B.316 to read as follows:

4 Sec. B.316 Department for children and families - administration & support
 5 services

| | | |
|----|-----------------------------|------------------|
| 6 | Personal services | 53,338,671 |
| 7 | Operating expenses | 21,318,873 |
| 8 | Grants | <u>5,365,092</u> |
| 9 | Total | 80,022,636 |
| 10 | Source of funds | |
| 11 | General fund | 54,276,350 |
| 12 | Special funds | 2,695,360 |
| 13 | Federal funds | 20,162,623 |
| 14 | Global Commitment fund | 2,261,300 |
| 15 | Interdepartmental transfers | <u>627,003</u> |
| 16 | Total | 80,022,636 |

17 **EXPLANATION: Corrects section to move \$71,955 from grants to**

18 **personal services (net-neutral)**

19 **Fifth:** By striking out Sec. B.347, total human services, in its entirety and
 20 inserting in lieu thereof a new Sec. B.347 to read as follows:

21 Sec. B.347 Total human services

| | | |
|----|-----------------|---------------|
| 22 | Source of funds | |
| 23 | General fund | 1,516,760,216 |

| | | |
|---|----------------------------------|---------------|
| 1 | Special funds | 256,576,042 |
| 2 | Tobacco fund | 23,091,905 |
| 3 | State health care resources fund | 31,074,772 |
| 4 | Federal funds | 2,011,953,188 |
| 5 | Global Commitment fund | 2,213,051,331 |
| 6 | Internal service funds | 676,463 |
| 7 | Interdepartmental transfers | 29,286,337 |
| 8 | Permanent trust funds | <u>25,000</u> |
| 9 | Total | 6,082,495,254 |

EXPLANATION: Corrects totals section to reflect amendments to other sections

Sixth: By adding four new sections to be Secs. E.504.2–E.504.5 to read as follows:

Sec. E.504.2 16 V.S.A. § 4021 is added to read:

§ 4021. ADULT EDUCATION FUNDING

(a) Definitions. As used in this section:

(1) “Local adult education and literacy provider” has the same meaning as in section 942 of this title.

(2) “Statewide AEL student count” means the average annual number of students statewide who complete the diagnostic portions of the adult education and secondary credential program over the previous two completed fiscal years.

1 (3) “Statewide AEL student-hours” means the average annual number of
2 student-hours of instruction provided statewide for adult education and literacy
3 activities over the previous two completed fiscal years.

4 (b) Annual appropriation. Annually, the General Assembly shall
5 appropriate funds to pay for adult education and literacy activities in an
6 amount equal to 26 percent of the base education amount multiplied by the
7 statewide AEL student count. The General Assembly shall appropriate
8 40 percent of the funds from the Education Fund and 60 percent of the funds
9 from the General Fund.

10 (c) Payment allocations.

11 (1) Beginning in fiscal year 2029, the Secretary shall determine
12 payments from the appropriation under subsection (b) of this section on a per-
13 county basis according to this subdivision.

14 (A) The Secretary shall first allocate \$80,000.00 to each county.

15 (B) The Secretary shall then allocate the remaining funds among the
16 counties according to each county’s share of the statewide AEL student count.

17 (2) Annually, the Secretary shall pay to each local adult education and
18 literacy provider, as defined in section 942 of this title, that provides an adult
19 education and secondary credential program the amount determined pursuant
20 to this section for each county in which the local adult education and literacy
21 provider provides the county’s adult education and secondary credential
22 program.

1 (3) For each of fiscal years 2027 and 2028, the Secretary shall determine
2 payments from the appropriation under subsection (b) of this section on a per-
3 county basis according to this subdivision.

4 (A) The Secretary shall first allocate \$80,000.00 to each county.

5 (B) The Secretary shall then allocate among the counties 85 percent
6 of the remaining funds according to each county's share of the statewide AEL
7 student count and 15 percent of the remaining funds according to each
8 county's share of the statewide AEL student-hours.

9 Sec. E.504.3 REPEAL

10 16 V.S.A. § 4021(c)(3) (adult education funding transition language) is
11 repealed on July 1, 2028.

12 Sec. E.504.4 16 V.S.A. § 4011(f) is amended to read:

13 ~~(f) Annually, the Secretary shall pay to a local adult education and literacy~~
14 ~~provider, as defined in section 942 of this title, that provides an adult education~~
15 ~~and secondary credential program an amount equal to 26 percent of the base~~
16 ~~education amount for each student who completes the diagnostic portions of~~
17 ~~the adult education and secondary credential program, based on an average of~~
18 ~~the previous two completed fiscal years. Forty percent of the payment required~~
19 ~~under this subsection shall be from State funds appropriated from the~~
20 ~~Education Fund and 60 percent of the payment required under this subsection~~
21 ~~shall be from State funds appropriated from the General Fund. [Repealed.]~~

1 Sec. E.504.5 16 V.S.A. § 4021(b) is amended to read:

2 (b) Annual appropriation. Annually, the General Assembly shall
3 appropriate funds to pay for adult education and literacy activities in an
4 amount equal to 26 percent of the categorical base ~~education~~ amount
5 multiplied by the statewide AEL student count. The General Assembly shall
6 appropriate 40 percent of the funds from the Education Fund and 60 percent of
7 the funds from the General Fund.

8 **EXPLANATION: Various amendments to statute to update Adult**

9 **Education formula**

10 **Seventh:** By adding 10 new sections to be Secs. F.100–F.109 and their
11 reader assistance headings to read as follows:

12 * * * Collective Bargaining Agreements; Fiscal Years 2027 and 2028 * * *

13 Sec. F.100 COLLECTIVE BARGAINING AGREEMENTS; FISCAL

14 YEARS 2027 AND 2028

15 (a) Fiscal year 2027. This act fully funds the first year of the collective
16 bargaining agreements between the State and the Vermont State Employees'
17 Association and the State and the Vermont Troopers' Association for the
18 period of July 1, 2026, through June 30, 2027. The collective bargaining
19 agreements for most classified employees provide in fiscal year 2027 an
20 average 1.9 percent step increase and a 2 percent across-the-board increase on
21 July 12, 2026, and a 2 percent across-the-board increase on January 10, 2027,
22 for a total of a 5.9 percent increase.

1 (b) Fiscal year 2028. This act fully funds the second year of the collective
2 bargaining agreements between the State and the Vermont State Employees’
3 Association and the State and the Vermont Troopers’ Association for the
4 period of July 1, 2027, through June 30, 2028. The collective bargaining
5 agreements for most classified employees provide in fiscal year 2028 an
6 average 1.9 percent step increase and a 3.0 percent across-the-board increase
7 for a total of a 4.9 percent increase.

8 * * * Exempt Employees; Fiscal Years 2027 and 2028 * * *

9 Sec. F.101 EXEMPT EMPLOYEES; PERMITTED SALARY INCREASES;
10 FISCAL YEARS 2027 AND 2028

11 (a) Fiscal year 2027. The Executive, Judicial, and Legislative Branches
12 may extend the fiscal year 2027 provisions of the collective bargaining
13 agreements that are funded by this act to employees not covered by the
14 bargaining agreements as they determine to be appropriate and in accordance
15 with the appropriations provided to each branch.

16 (b) Fiscal year 2028. The Executive, Judicial, and Legislative Branches
17 may extend the fiscal year 2028 provisions of the collective bargaining
18 agreements that are funded by this act to employees not covered by the
19 bargaining agreements as they determine to be appropriate and in accordance
20 with the appropriations provided to each branch.

1 Sec. F.102 EXECUTIVE BRANCH; EXEMPT AGENCY AND
 2 DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE
 3 ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND
 4 SPECIAL SALARY INCREASE OR BONUS

5 (a) Fiscal year 2027. For purposes of determining annual salary
 6 adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b)
 7 and 1020(b), “the average rate of adjustment available to most classified
 8 employees under the collective bargaining agreement” shall be, in fiscal year
 9 2027, 5.9 percent.

10 (b) Fiscal year 2028. For purposes of determining annual salary
 11 adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b)
 12 and 1020(b), “the average rate of adjustment available to most classified
 13 employees under the collective bargaining agreement” shall be, in fiscal year
 14 2028, 4.9 percent.

15 * * * Executive Branch; Miscellaneous Statutory Salaries;

16 Fiscal Years 2027 and 2028 * * *

17 Sec. F.103 32 V.S.A. § 1003 is amended to read:

18 § 1003. STATE OFFICERS

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

| | | |
|----|-------------------|-------------------|
| 21 | Annual | Annual |
| 22 | Salary | Salary |
| 23 | as of | as of |

| | July 14, | July 13, |
|------------------------------------|----------------------|----------------------|
| | 2024 | 2025 |
| (1) Governor | \$222,371 | \$234,379 |
| (2) Lieutenant Governor | \$94,392 | \$99,489 |
| (3) Secretary of State | \$141,003 | \$148,617 |
| (4) State Treasurer | \$141,003 | \$148,617 |
| (5) Auditor of Accounts | \$141,003 | \$148,617 |
| (6) Attorney General | \$168,837 | \$177,954 |
| | <u>Annual</u> | <u>Annual</u> |
| | <u>Salary</u> | <u>Salary</u> |
| | <u>as of</u> | <u>as of</u> |
| | <u>July 12,</u> | <u>January 10,</u> |
| | <u>2026</u> | <u>2027</u> |
| <u>(1) Governor</u> | <u>\$243,520</u> | <u>\$248,390</u> |
| <u>(2) Lieutenant Governor</u> | <u>\$103,369</u> | <u>\$105,436</u> |
| <u>(3) Secretary of State</u> | <u>\$154,413</u> | <u>\$157,501</u> |
| <u>(4) State Treasurer</u> | <u>\$154,413</u> | <u>\$157,501</u> |
| <u>(5) Auditor of Accounts</u> | <u>\$154,413</u> | <u>\$157,501</u> |
| <u>(6) Attorney General</u> | <u>\$184,894</u> | <u>\$188,592</u> |

(b) The Governor may appoint each officer of the Executive Branch listed in this subsection at a starting salary ranging from the base salary stated for that position to a salary that does not exceed the maximum salary unless 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 rate of adjustment
 5 available to most 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 rate of
 12 adjustment available to most classified employees under the collective
 13 bargaining agreement then in effect.

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

| | Base | Base |
|----------------------------------|----------------------|----------------------|
| | Salary | Salary |
| | as of | as of |
| | July 14, | July 13, |
| | 2024 | 2025 |
| 20 (A) Administration | \$134,466 | \$141,727 |
| 21 (B) Agriculture, | | |
| 22 Food and | | |
| 23 Markets | \$134,466 | \$141,727 |

| | | | |
|----|------------------------------|-----------|-----------|
| 1 | (C) Financial | | |
| 2 | Regulation | \$125,706 | \$132,494 |
| 3 | (D) Buildings and | | |
| 4 | General Services | \$125,706 | \$132,494 |
| 5 | (E) Children and | | |
| 6 | Families | \$125,706 | \$132,494 |
| 7 | (F) Commerce and | | |
| 8 | Community | | |
| 9 | Development | \$134,466 | \$141,727 |
| 10 | (G) Corrections | \$125,706 | \$132,494 |
| 11 | (H) Defender | | |
| 12 | General | \$125,706 | \$132,494 |
| 13 | (I) Disabilities, | | |
| 14 | Aging, and | | |
| 15 | Independent | | |
| 16 | Living | \$125,706 | \$132,494 |
| 17 | (J) Economic | | |
| 18 | Development | \$114,031 | \$120,189 |
| 19 | (K) Education | \$134,466 | \$141,727 |
| 20 | (L) Environmental | | |
| 21 | Conservation | \$125,706 | \$132,494 |
| 22 | (M) Finance and | | |
| 23 | Management | \$125,706 | \$132,494 |

| | | | |
|----|---------------------------------|----------------------|----------------------|
| 1 | (N) Fish and | | |
| 2 | Wildlife | \$114,031 | \$120,189 |
| 3 | (O) Forests, Parks | | |
| 4 | and Recreation | \$114,031 | \$120,189 |
| 5 | (P) Health | \$125,706 | \$132,494 |
| 6 | (Q) Housing and | | |
| 7 | Community | | |
| 8 | Development | \$114,031 | \$120,189 |
| 9 | (R) Human | | |
| 10 | Resources | \$125,706 | \$132,494 |
| 11 | (S) Human Services | \$134,466 | \$141,727 |
| 12 | (T) Digital Services | \$134,466 | \$141,727 |
| 13 | (U) Labor | \$125,706 | \$132,494 |
| 14 | (V) Libraries | \$114,031 | \$120,189 |
| 15 | (W) Liquor and | | |
| 16 | Lottery | \$114,031 | \$120,189 |
| 17 | (X) [Repealed.] | | |
| 18 | (Y) Mental Health | \$125,706 | \$132,494 |
| 19 | (Z) Military | \$125,706 | \$132,494 |
| 20 | (AA) Motor | | |
| 21 | Vehicles | \$114,031 | \$120,189 |
| 22 | (BB) Natural | | |
| 23 | Resources | \$134,466 | \$141,727 |

| | | | | |
|----|---------------------------------|-----------------|--------------------|-----------------|
| 1 | (CC) Land Use Review | | | |
| 2 | Board Chair | \$114,031 | | \$120,189 |
| 3 | (DD) Public Safety | \$125,706 | | \$132,494 |
| 4 | (EE) Public Service | \$125,706 | | \$132,494 |
| 5 | (FF) Taxes | \$125,706 | | \$132,494 |
| 6 | (GG) Tourism and | | | |
| 7 | Marketing | \$114,031 | | \$120,189 |
| 8 | (HH) Transportation | \$134,466 | | \$141,727 |
| 9 | (I) Vermont Health | | | |
| 10 | Access | \$125,706 | | \$132,494 |
| 11 | (J) Veterans' Home | \$125,706 | | \$132,494 |
| 12 | | <u>Base</u> | <u>Base</u> | <u>Base</u> |
| 13 | | <u>Salary</u> | <u>Salary</u> | <u>Salary</u> |
| 14 | | <u>as of</u> | <u>as of</u> | <u>as of</u> |
| 15 | | <u>July 12,</u> | <u>January 10,</u> | <u>July 11,</u> |
| 16 | | <u>2026</u> | <u>2027</u> | <u>2027</u> |
| 17 | <u>(A) Administration</u> | \$147,254 | \$150,199 | \$157,559 |
| 18 | <u>(B) Agriculture,</u> | | | |
| 19 | <u>Food and</u> | | | |
| 20 | <u>Markets</u> | \$147,254 | \$150,199 | \$157,559 |
| 21 | <u>(C) Financial</u> | | | |
| 22 | <u>Regulation</u> | \$137,661 | \$140,414 | \$147,294 |
| 23 | <u>(D) Buildings and</u> | | | |

| | | | | |
|----|---------------------------|------------------|------------------|------------------|
| 1 | <u>General Services</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 2 | <u>(E) Children and</u> | | | |
| 3 | <u>Families</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 4 | <u>(F) Commerce and</u> | | | |
| 5 | <u>Community</u> | | | |
| 6 | <u>Development</u> | <u>\$147,254</u> | <u>\$150,199</u> | <u>\$157,559</u> |
| 7 | <u>(G) Corrections</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 8 | <u>(H) Defender</u> | | | |
| 9 | <u>General</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 10 | <u>(I) Disabilities,</u> | | | |
| 11 | <u>Aging, and</u> | | | |
| 12 | <u>Independent</u> | | | |
| 13 | <u>Living</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 14 | <u>(J) Economic</u> | | | |
| 15 | <u>Development</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 16 | <u>(K) Education</u> | <u>\$147,254</u> | <u>\$150,199</u> | <u>\$157,559</u> |
| 17 | <u>(L) Environmental</u> | | | |
| 18 | <u>Conservation</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 19 | <u>(M) Finance and</u> | | | |
| 20 | <u>Management</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 21 | <u>(N) Fish and</u> | | | |
| 22 | <u>Wildlife</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 23 | <u>(O) Forests, Parks</u> | | | |

| | | | | |
|----|-----------------------------|------------------|------------------|------------------|
| 1 | <u>and Recreation</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 2 | <u>(P) Health</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 3 | <u>(Q) Housing and</u> | | | |
| 4 | <u>Community</u> | | | |
| 5 | <u>Development</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 6 | <u>(R) Human</u> | | | |
| 7 | <u>Resources</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 8 | <u>(S) Human Services</u> | <u>\$147,254</u> | <u>\$150,199</u> | <u>\$157,559</u> |
| 9 | <u>(T) Digital Services</u> | <u>\$147,254</u> | <u>\$150,199</u> | <u>\$157,559</u> |
| 10 | <u>(U) Labor</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 11 | <u>(V) Libraries</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 12 | <u>(W) Liquor and</u> | | | |
| 13 | <u>Lottery</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 14 | <u>(X) [Repealed.]</u> | | | |
| 15 | <u>(Y) Mental Health</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 16 | <u>(Z) Military</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 17 | <u>(AA) Motor</u> | | | |
| 18 | <u>Vehicles</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 19 | <u>(BB) Natural</u> | | | |
| 20 | <u>Resources</u> | <u>\$147,254</u> | <u>\$150,199</u> | <u>\$157,559</u> |
| 21 | <u>(CC) Land Use Review</u> | | | |
| 22 | <u>Board Chair</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 23 | <u>(DD) Public Safety</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |

| | | | | |
|---|----------------------------|------------------|------------------|------------------|
| 1 | <u>(EE) Public Service</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 2 | <u>(FF) Taxes</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 3 | <u>(GG) Tourism and</u> | | | |
| 4 | <u>Marketing</u> | <u>\$124,876</u> | <u>\$127,374</u> | <u>\$133,615</u> |
| 5 | <u>(HH) Transportation</u> | <u>\$147,254</u> | <u>\$150,199</u> | <u>\$157,559</u> |
| 6 | <u>(II) Vermont Health</u> | | | |
| 7 | <u>Access</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |
| 8 | <u>(JJ) Veterans' Home</u> | <u>\$137,661</u> | <u>\$140,414</u> | <u>\$147,294</u> |

9 (2) [Repealed.]

10 (3) If the Chair of the Land Use Review 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 (d) Notwithstanding the maximum salary established in subsection (b) of
 18 this section, the Defender General shall not receive compensation in excess of
 19 the compensation established for the Attorney General in this section.

20 (e) Notwithstanding the maximum salary established in subsection (b) of
 21 this section, the maximum salary for the Commissioner of Health shall not
 22 exceed 100 percent above the base salary for this position.

1 * * * Judicial Branch; Statutory Salaries; Fiscal Years 2027 and 2028 * * *

2 Sec. F.104 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:

| | Annual | Annual |
|------------------------------------|----------------------|----------------------|
| | Salary | Salary |
| | as of | as of |
| | July 14, | July 13, |
| | 2024 | 2025 |
| 10 (1) Chief Justice of | | |
| 11 Supreme Court | \$214,024 | \$225,581 |
| 12 (2) Each Associate | | |
| 13 Justice | \$204,264 | \$215,294 |
| 14 (3) Chief Superior | | |
| 15 Judge | \$204,264 | \$215,294 |
| 16 (4) Each Superior | | |
| 17 Judge | \$194,185 | \$204,671 |
| 18 (5) [Repealed.] | | |
| 19 (6) Each | | |
| 20 Magistrate | \$146,413 | \$154,319 |
| 21 (7) Each Judicial | | |
| 22 Bureau hearing | | |
| 23 officer | \$146,413 | \$154,319 |

| | | | | |
|----|-----------------------------|------------------|--------------------|------------------|
| 1 | | <u>Annual</u> | <u>Annual</u> | <u>Annual</u> |
| 2 | | <u>Salary</u> | <u>Salary</u> | <u>Salary</u> |
| 3 | | <u>as of</u> | <u>as of</u> | <u>as of</u> |
| 4 | | <u>July 12,</u> | <u>January 10,</u> | <u>July 11,</u> |
| 5 | | <u>2026</u> | <u>2027</u> | <u>2027</u> |
| 6 | <u>(1) Chief Justice of</u> | | | |
| 7 | <u>Supreme Court</u> | <u>\$234,379</u> | <u>\$239,067</u> | <u>\$250,781</u> |
| 8 | <u>(2) Each Associate</u> | | | |
| 9 | <u>Justice</u> | <u>\$223,690</u> | <u>\$228,164</u> | <u>\$239,344</u> |
| 10 | <u>(3) Chief Superior</u> | | | |
| 11 | <u>Judge</u> | <u>\$223,690</u> | <u>\$228,164</u> | <u>\$239,344</u> |
| 12 | <u>(4) Each Superior</u> | | | |
| 13 | <u>Judge</u> | <u>\$212,653</u> | <u>\$216,906</u> | <u>\$227,534</u> |
| 14 | <u>(5) [Repealed.]</u> | | | |
| 15 | <u>(6) Each</u> | | | |
| 16 | <u>Magistrate</u> | <u>\$160,337</u> | <u>\$163,544</u> | <u>\$171,558</u> |
| 17 | <u>(7) Each Judicial</u> | | | |
| 18 | <u>Bureau hearing</u> | | | |
| 19 | <u>officer</u> | <u>\$160,337</u> | <u>\$163,544</u> | <u>\$171,558</u> |

20 Sec. F.105 32 V.S.A. § 1141 is amended to read:

21 § 1141. ASSISTANT JUDGES

22 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
 23 compensation in the amount of ~~\$224.47 a day as of July 14, 2024~~ and ~~\$236.59~~

1 ~~a day as of July 13, 2025~~ \$245.82 a day as of July 12, 2026, \$250.74 a day as
 2 of January 10, 2027, and \$263.03 a day as of July 11, 2027, for time spent in
 3 the performance of official duties and necessary expenses as allowed to
 4 classified State employees. Compensation under this section shall be based on
 5 a two-hour minimum and hourly thereafter.

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

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

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

16 Sec. F.106 32 V.S.A. § 1142 is amended to read:

17 § 1142. PROBATE JUDGES

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

| | | |
|----|-------------------|-------------------|
| 21 | Annual | Annual |
| 22 | Salary | Salary |
| 23 | as of | as of |

| | | | |
|----|----------------------------|----------------------|----------------------|
| 1 | | July 14, | July 13, |
| 2 | | 2024 | 2025 |
| 3 | (1) Addison | \$76,555 | \$80,689 |
| 4 | (2) Bennington | \$96,776 | \$102,002 |
| 5 | (3) Caledonia | \$67,891 | \$71,557 |
| 6 | (4) Chittenden | \$161,506 | \$170,227 |
| 7 | (5) Essex | \$18,966 | \$19,990 |
| 8 | (6) Franklin | \$76,555 | \$80,689 |
| 9 | (7) Grand Isle | \$18,966 | \$19,990 |
| 10 | (8) Lamoille | \$53,443 | \$56,329 |
| 11 | (9) Orange | \$63,554 | \$66,986 |
| 12 | (10) Orleans | \$62,110 | \$65,464 |
| 13 | (11) Rutland | \$137,221 | \$144,631 |
| 14 | (12) Washington | \$105,441 | \$111,135 |
| 15 | (13) Windham | \$85,221 | \$89,823 |
| 16 | (14) Windsor | \$115,555 | \$121,795 |
| 17 | | <u>Annual</u> | <u>Annual</u> |
| 18 | | <u>Salary</u> | <u>Salary</u> |
| 19 | | <u>as of</u> | <u>as of</u> |
| 20 | | <u>July 12,</u> | <u>January 10,</u> |
| 21 | | <u>2026</u> | <u>2027</u> |
| 22 | <u>(1) Addison</u> | <u>\$83,836</u> | <u>\$85,513</u> |
| 23 | <u>(2) Bennington</u> | <u>\$105,980</u> | <u>\$113,397</u> |

| | | | | |
|----|------------------------|------------------|------------------|------------------|
| 1 | <u>(3) Caledonia</u> | <u>\$74,348</u> | <u>\$75,835</u> | <u>\$79,551</u> |
| 2 | <u>(4) Chittenden</u> | <u>\$176,866</u> | <u>\$180,403</u> | <u>\$189,243</u> |
| 3 | <u>(5) Essex</u> | <u>\$20,770</u> | <u>\$21,185</u> | <u>\$22,223</u> |
| 4 | <u>(6) Franklin</u> | <u>\$83,836</u> | <u>\$85,513</u> | <u>\$89,703</u> |
| 5 | <u>(7) Grand Isle</u> | <u>\$20,770</u> | <u>\$21,185</u> | <u>\$22,223</u> |
| 6 | <u>(8) Lamoille</u> | <u>\$58,526</u> | <u>\$59,697</u> | <u>\$62,622</u> |
| 7 | <u>(9) Orange</u> | <u>\$69,598</u> | <u>\$70,990</u> | <u>\$74,469</u> |
| 8 | <u>(10) Orleans</u> | <u>\$68,017</u> | <u>\$69,377</u> | <u>\$72,776</u> |
| 9 | <u>(11) Rutland</u> | <u>\$150,272</u> | <u>\$153,277</u> | <u>\$160,788</u> |
| 10 | <u>(12) Washington</u> | <u>\$115,469</u> | <u>\$117,778</u> | <u>\$123,549</u> |
| 11 | <u>(13) Windham</u> | <u>\$93,326</u> | <u>\$95,193</u> | <u>\$99,857</u> |
| 12 | <u>(14) Windsor</u> | <u>\$126,545</u> | <u>\$129,076</u> | <u>\$135,401</u> |

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

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

20 * * * Sheriffs; Statutory Salaries; Fiscal Years 2027 and 2028 * * *

21 Sec. F.107 32 V.S.A. § 1182 is amended to read:

22 § 1182. SHERIFFS

1 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
 2 salaries in the amount of ~~\$104,010.00 as of July 14, 2024 and \$109,627.00 as~~
 3 ~~of July 13, 2025~~ \$113,902.00 as of July 12, 2026, \$116,180.00 as of January
 4 10, 2027, and \$122,873.00 as of July 11, 2027. The Sheriff of Chittenden
 5 County shall be entitled to an annual salary in the amount of ~~\$110,070.00 as of~~
 6 ~~July 14, 2024 and \$116,014.00 as of July 13, 2025~~ \$120,539.00 as of July 12,
 7 2026, \$122,950.00 as of January 10, 2027, and \$128,975.00 as of July 11,
 8 2027.

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

12 * * *

13 * * * State’s Attorneys; Statutory Salaries; Fiscal Years 2027 and 2028 * * *

14 Sec. F.108 32 V.S.A. § 1183 is amended to read:

15 § 1183. STATE’S ATTORNEYS

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

| | Annual | Annual |
|----------------------------------|----------------------|----------------------|
| | Salary | Salary |
| | as of | as of |
| | July 14, | July 13, |
| | 2024 | 2025 |
| 23 (1) Addison County | \$140,691 | \$148,288 |

| | | | | |
|----|----------------------------------|----------------------|----------------------|------------------|
| 1 | (2) Bennington | | | |
| 2 | County | \$140,691 | \$148,288 | |
| 3 | (3) Caledonia County | \$140,691 | \$148,288 | |
| 4 | (4) Chittenden County | \$147,087 | \$155,030 | |
| 5 | (5) Essex County | \$105,521 | \$111,219 | |
| 6 | (6) Franklin County | \$140,691 | \$148,288 | |
| 7 | (7) Grand Isle County | \$105,521 | \$111,219 | |
| 8 | (8) Lamoille County | \$140,691 | \$148,288 | |
| 9 | (9) Orange County | \$140,691 | \$148,288 | |
| 10 | (10) Orleans County | \$140,691 | \$148,288 | |
| 11 | (11) Rutland County | \$140,691 | \$148,288 | |
| 12 | (12) Washington | | | |
| 13 | County | \$140,691 | \$148,288 | |
| 14 | (13) Windham County | \$140,691 | \$148,288 | |
| 15 | (14) Windsor County | \$140,691 | \$148,288 | |
| 16 | | <u>Annual</u> | <u>Annual</u> | <u>Annual</u> |
| 17 | | <u>Salary</u> | <u>Salary</u> | <u>Salary</u> |
| 18 | | <u>as of</u> | <u>as of</u> | <u>as of</u> |
| 19 | | <u>July 12,</u> | <u>January 10,</u> | <u>July 11,</u> |
| 20 | | <u>2026</u> | <u>2027</u> | <u>2027</u> |
| 21 | <u>(1) Addison County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 22 | <u>(2) Bennington</u> | | | |
| 23 | <u>County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |

| | | | | |
|----|------------------------------|------------------|------------------|------------------|
| 1 | <u>(3) Caledonia County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 2 | <u>(4) Chittenden County</u> | <u>\$161,076</u> | <u>\$164,298</u> | <u>\$172,349</u> |
| 3 | <u>(5) Essex County</u> | <u>\$115,557</u> | <u>\$117,868</u> | <u>\$123,644</u> |
| 4 | <u>(6) Franklin County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 5 | <u>(7) Grand Isle County</u> | <u>\$115,557</u> | <u>\$117,868</u> | <u>\$123,644</u> |
| 6 | <u>(8) Lamoille County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 7 | <u>(9) Orange County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 8 | <u>(10) Orleans County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 9 | <u>(11) Rutland County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 10 | <u>(12) Washington</u> | | | |
| 11 | <u>County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 12 | <u>(13) Windham County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |
| 13 | <u>(14) Windsor County</u> | <u>\$154,071</u> | <u>\$157,152</u> | <u>\$164,852</u> |

14 (b) In settlement of their accounts, the Commissioner of Finance and
 15 Management shall allow the State's Attorneys the expense of printing briefs in
 16 cases in which the State's Attorney has represented the State and their
 17 necessary and actual expenses under the rules pertaining to classified State
 18 employees.

19 * * * Appropriations * * *

20 Sec. F.109 PAY ACT APPROPRIATIONS; FISCAL YEARS 2027 AND
 21 2028

22 (a) Executive Branch. The first and second years of the two-year
 23 agreements between the State of Vermont and the Vermont State Employees'

1 Association for the Defender General, Non-Management, Supervisory, and
2 Corrections bargaining units, and, for the purpose of appropriation, the State's
3 Attorneys' offices bargaining unit, for the period of July 1, 2026, through June
4 30, 2028; the collective bargaining agreement with the Vermont Troopers'
5 Association for the period of July 1, 2026, through June 30, 2028; and salary
6 increases for employees in the Executive Branch not covered by the bargaining
7 agreements shall be funded as follows:

8 (1) Fiscal year 2027.

9 (A) General Fund. The amount of \$23,918,820.00 is appropriated
10 from the General Fund to the Secretary of Administration for distribution to
11 departments to fund the fiscal year 2027 collective bargaining agreements and
12 the requirements of this act.

13 (B) Transportation Fund. The amount of \$3,000,000.00 is
14 appropriated from the Transportation Fund to the Secretary of Administration
15 for distribution to the Agency of Transportation and the Department of Public
16 Safety to fund the fiscal year 2027 collective bargaining agreements and the
17 requirements of this act.

18 (C) Other funds. The Administration shall provide additional
19 spending authority to departments through the existing process of excess
20 receipts to fund the fiscal year 2027 collective bargaining agreements and the
21 requirements of this act. The estimated amounts are \$27,184,607.00 from a
22 special fund, federal funds, and other sources.

1 (D) Transfers. With due regard to the possible availability of other
2 funds, for fiscal year 2027, the Secretary of Administration may transfer from
3 the various appropriations and various funds and from the receipts of the
4 Liquor Control Board such sums as the Secretary may determine to be
5 necessary to carry out the purposes of this act to the various agencies supported
6 by State funds.

7 (2) Fiscal year 2028.

8 (A) General Fund. The amount of \$24,974,632.00 is appropriated
9 from the General Fund to the Secretary of Administration for distribution to
10 departments to fund the fiscal year 2028 collective bargaining agreements and
11 the requirements of this act.

12 (B) Transportation Fund. The amount of \$3,000,000.00 is
13 appropriated from the Transportation Fund to the Secretary of Administration
14 for distribution to the Agency of Transportation and the Department of Public
15 Safety to fund the fiscal year 2028 collective bargaining agreements and the
16 requirements of this act.

17 (C) Other funds. The Administration shall provide additional
18 spending authority to departments through the existing process of excess
19 receipts to fund the fiscal year 2028 collective bargaining agreements and the
20 requirements of this act. The estimated amounts are \$28,362,343.00 from a
21 special fund, federal funds, and other sources.

22 (D) Transfers. With due regard to the possible availability of other
23 funds, for fiscal year 2028, 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) The Chief Justice of the Vermont Supreme Court may extend the
9 provisions of the Judiciary's collective bargaining agreement to Judiciary
10 employees who are not covered by the bargaining agreement.

11 (2) Fiscal year 2027. The first year of the two-year agreements between
12 the State of Vermont and the Vermont State Employees' Association for the
13 judicial bargaining unit for the period of July 1, 2026, through June 30, 2027,
14 and salary increases for employees in the Judicial Branch not covered by the
15 bargaining agreements shall be funded as follows: the amount of
16 \$3,800,867.00 is appropriated from the General Fund and the amount of
17 \$277,316.00 is provided from other sources to the Judiciary to fund the fiscal
18 year 2027 collective bargaining agreement and the requirements of this act.

19 (3) Fiscal year 2028. The second year of the two-year agreements
20 between the State of Vermont and the Vermont State Employees' Association
21 for the judicial bargaining unit for the period of July 1, 2027, through June 30,
22 2028, and salary increases for employees in the Judicial Branch not covered by
23 the bargaining agreements shall be funded as follows: the amount of

1 \$2,466,396.00 is appropriated from the General Fund and the amount of
2 \$179,952.00 is provided from other sources to the Judiciary to fund the fiscal
3 year 2028 collective bargaining agreement and the requirements of this act.

4 (c) Legislative Branch.

5 (1) For the period of July 1, 2026, through June 30, 2027, the General
6 Assembly, including all Legislative Branch employees, shall be funded as
7 follows: the amount of \$914,634.00 is appropriated from the General Fund to
8 the Legislative Branch.

9 (2) For the period of July 1, 2027, through June 30, 2028, the General
10 Assembly, including all Legislative Branch employees, shall be funded as
11 follows: the amount of \$778,939.00 is appropriated from the General Fund to
12 the Legislative Branch.

13 **EXPLANATION: Pay Act (H.950)**

14 **Eighth:** By striking out Sec. F.100, effective dates, in its entirety and
15 inserting in lieu thereof a new section to be Sec. G.100 to read as follows:
16 Sec. G.100 EFFECTIVE DATES

17 (a) This section and Secs. C.100, C.101, C.102, C.103, C.104, C.105,
18 E.504.2, E.504.3, and E.504.4 shall take effect on passage.

19 (b) Secs. E.307.1, E.307.2, E.307.3, and E.307.5 shall take effect on
20 October 1, 2026.

21 (c) Secs. E.307.4 and E.923 shall take effect on July 1, 2027.

1 (d) Sec. E.504.5 (16 V.S.A. § 4021(b)) shall take effect upon the
2 occurrence of the contingencies set forth in 2025 Acts and Resolves No. 73,
3 Sec. 70(f).

4 (e) All other sections shall take effect on July 1, 2026.

5 **EXPLANATION:**

6 **(a) amended to include three Adult Education language sections that are**
7 **effective on passage.**

8 **(d) amended to include contingent effective date of Adult Education**
9 **language section that would align statute with Act 73 if contingencies of**
10 **that act are met**

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