

1 Introduced by Committee on Government Operations and Military Affairs

2 Date:

3 Subject: Executive Branch; Judicial Branch; Legislative Branch; State

4 employees; appropriations; Pay Act

5 Statement of purpose of bill as introduced: This bill proposes to enact the Pay

6 Act for fiscal years 2027 and 2028.

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

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

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

10 Sec. 1. COLLECTIVE BARGAINING AGREEMENTS; FISCAL YEARS

11 2027 AND 2028

12 (a) Fiscal year 2027. This act fully funds the first year of the collective
13 bargaining agreements between the State and the Vermont State Employees’
14 Association and the State and the Vermont Troopers’ Association for the
15 period of July 1, 2026, through June 30, 2027. The collective bargaining
16 agreements for most classified employees provide in fiscal year 2027 an
17 average 1.9 percent step increase and a X percent across-the-board increase for
18 a total of a X percent increase.

19 (b) Fiscal year 2028. This act fully funds the second year of the collective
20 bargaining agreements between the State and the Vermont State Employees’

1 Association and the State and the Vermont Troopers' Association for the
2 period of July 1, 2027, through June 30, 2028. The collective bargaining
3 agreements for most classified employees provide in fiscal year 2028 an
4 average 1.9 percent step increase and a X percent across-the-board increase for
5 a total of a X percent increase.

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

7 Sec. 2. EXEMPT EMPLOYEES; PERMITTED SALARY INCREASES;
8 FISCAL YEARS 2027 AND 2028

9 (a) Fiscal year 2027. The Executive, Judicial, and Legislative Branches
10 may extend the fiscal year 2027 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 (b) Fiscal year 2028. The Executive, Judicial, and Legislative Branches
15 may extend the fiscal year 2028 provisions of the collective bargaining
16 agreements that are funded by this act to employees not covered by the
17 bargaining agreements as they determine to be appropriate and in accordance
18 with the appropriations provided to each branch.

1 Sec. 3. EXECUTIVE BRANCH; EXEMPT AGENCY AND
2 DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE
3 ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND SPECIAL
4 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, X 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, X percent.

15 * * * Executive Branch; Miscellaneous Statutory Salaries;

16 Fiscal Years 2027 and 2028 * * *

17 Sec. 4. 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:

	Annual	Annual	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	
	Salary	Salary	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	
	as of	as of	<u>as of</u>	<u>as of</u>	<u>as of</u>	
	July 14,	July 13,	<u>July X,</u>	<u>January X,</u>	<u>July X,</u>	
	2024	2025	<u>2026</u>	<u>2027</u>	<u>2027</u>	
1						
2						
3						
4						
5						
6	(1) Governor	\$222,371	\$234,379	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
7	(2) Lieutenant Governor	\$94,392	\$99,489	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
8	(3) Secretary of State	\$141,003	\$148,617	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
9	(4) State Treasurer	\$141,003	\$148,617	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
10	(5) Auditor of Accounts	\$141,003	\$148,617	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
11	(6) Attorney General	\$168,837	\$177,954	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

12 (b) The Governor may appoint each officer of the Executive Branch listed
13 in this subsection at a starting salary ranging from the base salary stated for
14 that position to a salary that does not exceed the maximum salary unless
15 otherwise authorized by this subsection. The maximum salary for each
16 appointive officer shall be 50 percent above the base salary. Annually, the
17 Governor may grant to each of those officers an annual salary adjustment
18 subject to the maximum salary. The annual salary adjustment granted to
19 officers under this subsection shall not exceed the average rate of adjustment
20 available to most classified employees under the collective bargaining
21 agreement then in effect. In addition to the annual salary adjustment specified

1 in this subsection, the Governor may grant a special salary increase subject to
2 the maximum salary, or a bonus, to any officer listed in this subsection whose
3 job duties have significantly increased, or whose contributions to the State in
4 the preceding year are deemed especially significant. Special salary increases
5 or bonuses granted to any individual shall not exceed the average rate of
6 adjustment available to most classified employees under the collective
7 bargaining agreement then in effect.

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

	<u>Base</u>	<u>Base</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
	<u>Salary</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>as of</u>
	<u>July 14,</u>	<u>July 13,</u>	<u>July X,</u>	<u>January X,</u>	<u>July X,</u>
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2027</u>
9 (A) Administration	\$134,466	\$141,727	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
10 (B) Agriculture,					
11 Food and					
12 Markets	\$134,466	\$141,727	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
13 (C) Financial					
14 Regulation	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
15 (D) Buildings and					
16 General Services	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

1	(E) Children and					
2	Families	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
3	(F) Commerce and					
4	Community					
5	Development	\$134,466	\$141,727	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
6	(G) Corrections	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
7	(H) Defender					
8	General	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
9	(I) Disabilities,					
10	Aging, and					
11	Independent					
12	Living	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
13	(J) Economic					
14	Development	\$114,031	\$120,189	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
15	(K) Education	\$134,466	\$141,727	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
16	(L) Environmental					
17	Conservation	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
18	(M) Finance and					
19	Management	\$125,706	\$132,494	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
20	(N) Fish and					
21	Wildlife	\$114,031	\$120,189	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

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

1 (d) Notwithstanding the maximum salary established in subsection (b) of
2 this section, the Defender General shall not receive compensation in excess of
3 the compensation established for the Attorney General in this section.

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

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

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

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

	<u>Annual</u>	<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>Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 14,</u>	<u>July 13,</u>	<u>July X,</u>	<u>January X,</u>	<u>July X,</u>
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2027</u>

16 (1) Chief Justice of

17 Supreme Court \$214,024 \$225,581 \$X \$X \$X

18 (2) Each Associate

19 Justice \$204,264 \$215,294 \$X \$X \$X

20 (3) Chief Superior

21 Judge \$204,264 \$215,294 \$X \$X \$X

1	(4) Each Superior					
2	Judge	\$194,185	\$204,671	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
3	(5) [Repealed.]					
4	(6) Each					
5	Magistrate	\$146,413	\$154,319	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
6	(7) Each Judicial					
7	Bureau hearing					
8	officer	\$146,413	\$154,319	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

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

10 § 1141. ASSISTANT JUDGES

11 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
12 compensation in the amount of \$224.47 a day as of July 14, 2024₂, and \$236.59
13 a day as of July 13, 2025₂, for time spent in the performance of official duties
14 and necessary expenses as allowed to classified State employees.

15 Compensation under this section shall be based on a two-hour minimum and
16 hourly thereafter.

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

20 (B) The compensation paid to an assistant judge pursuant to this
21 section shall be paid by the county at the State rate established in subdivision

1 (a)(1) of this section when an assistant judge is sitting with a presiding
2 Superior judge in the Civil or Family Division of the Superior Court.

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

6 Sec. 7. 32 V.S.A. § 1142 is amended to read:

7 § 1142. PROBATE JUDGES

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

	<u>Annual</u>	<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>Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 14,</u>	<u>July 13,</u>	<u>July X,</u>	<u>January X,</u>	<u>July X,</u>
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2027</u>
11					
12					
13					
14					
15					
16	(1) Addison	\$76,555	\$80,689	\$X	\$X
17	(2) Bennington	\$96,776	\$102,002	\$X	\$X
18	(3) Caledonia	\$67,891	\$71,557	\$X	\$X
19	(4) Chittenden	\$161,506	\$170,227	\$X	\$X
20	(5) Essex	\$18,966	\$19,990	\$X	\$X
21	(6) Franklin	\$76,555	\$80,689	\$X	\$X

1	(7) Grand Isle	\$18,966	\$19,990	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
2	(8) Lamoille	\$53,443	\$56,329	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
3	(9) Orange	\$63,554	\$66,986	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
4	(10) Orleans	\$62,110	\$65,464	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
5	(11) Rutland	\$137,221	\$144,631	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
6	(12) Washington	\$105,441	\$111,135	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
7	(13) Windham	\$85,221	\$89,823	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
8	(14) Windsor	\$115,555	\$121,795	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

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

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

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

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

18 § 1182. SHERIFFS

19 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
20 salaries in the amount of ~~\$104,010.00~~ as of ~~July 14, 2024~~, and ~~\$109,627.00~~ as
21 of ~~July 13, 2025~~. The Sheriff of Chittenden County shall be entitled to an

1 annual salary in the amount of \$110,070.00 as of July 14, 2024, and
2 \$116,014.00 as of July 13, 2025.

3 (b) Compensation under subsection (a) of this section shall be reduced by
4 10 percent for any sheriff who has Level II but not obtained Level III law
5 enforcement officer certification under 20 V.S.A. § 2358.

6 * * *

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

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

9 § 1183. STATE’S ATTORNEYS

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

	<u>Annual</u>	<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>Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 14,</u>	<u>July 13,</u>	<u>July X,</u>	<u>January X,</u>	<u>July X,</u>
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2027</u>
17 (1) Addison County	\$140,691	\$148,288	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
18 (2) Bennington					
19 County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
20 (3) Caledonia County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
21 (4) Chittenden County	\$147,087	\$155,030	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

1	(5) Essex County	\$105,521	\$111,219	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
2	(6) Franklin County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
3	(7) Grand Isle County	\$105,521	\$111,219	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
4	(8) Lamoille County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
5	(9) Orange County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
6	(10) Orleans County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
7	(11) Rutland County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
8	(12) Washington					
9	County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
10	(13) Windham County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>
11	(14) Windsor County	\$140,691	\$148,228	<u>\$X</u>	<u>\$X</u>	<u>\$X</u>

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

17 * * * Appropriations * * *

18 Sec. 10. PAY ACT APPROPRIATIONS; FISCAL YEARS 2027 AND
19 2028

20 (a) Executive Branch. The first and second years of the two-year
21 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 \$X is appropriated from the
10 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 \$X is appropriated from the
14 Transportation Fund to the Secretary of Administration for distribution to the
15 Agency of Transportation and the Department of Public Safety to fund the
16 fiscal year 2027 collective bargaining agreements and the requirements of this
17 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

1 requirements of this act. The estimated amounts are \$X from a special fund,
2 federal funds, and other sources.

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

9 (2) Fiscal year 2028.

10 (A) General Fund. The amount of \$X is appropriated from the
11 General Fund to the Secretary of Administration for distribution to
12 departments to fund the fiscal year 2028 collective bargaining agreements and
13 the requirements of this act.

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

19 (C) Other funds. The Administration shall provide additional
20 spending authority to departments through the existing process of excess
21 receipts to fund the fiscal year 2028 collective bargaining agreements and the

1 requirements of this act. The estimated amounts are \$X from a special fund,
2 federal funds, and other sources.

3 (D) Transfers. With due regard to the possible availability of other
4 funds, for fiscal year 2028, the Secretary of Administration may transfer from
5 the various appropriations and various funds and from the receipts of the
6 Liquor Control Board such sums as the Secretary may determine to be
7 necessary to carry out the purposes of this act to the various agencies supported
8 by State funds.

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

11 (b) Judicial Branch.

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

15 (2) Fiscal year 2027. The first year of the two-year agreements between
16 the State of Vermont and the Vermont State Employees’ Association for the
17 judicial bargaining unit for the period of July 1, 2026 through June 30, 2027
18 and salary increases for employees in the Judicial Branch not covered by the
19 bargaining agreements shall be funded as follows: the amount of \$X is
20 appropriated from the General Fund and the amount of \$X is provided from

1 other sources to the Judiciary to fund the fiscal year 2027 collective bargaining
2 agreement and the requirements of this act.

3 (3) Fiscal year 2028. The second year of the two-year agreements
4 between the State of Vermont and the Vermont State Employees' Association
5 for the judicial bargaining unit for the period of July 1, 2027 through June 30,
6 2028 and salary increases for employees in the Judicial Branch not covered by
7 the bargaining agreements shall be funded as follows: the amount of \$X is
8 appropriated from the General Fund and the amount of \$X is provided from
9 other sources to the Judiciary to fund the fiscal year 2028 collective bargaining
10 agreement and the requirements of this act.

11 (c) Legislative Branch.

12 (1) For the period of July 1, 2026 through June 30, 2027, the General
13 Assembly including all Legislative Branch employees shall be funded as
14 follows: the amount of \$X is appropriated from the General Fund to the
15 Legislative Branch.

16 (2) For the period of July 1, 2027 through June 30, 2028, the General
17 Assembly including all Legislative Branch employees shall be funded as
18 follows: the amount of \$X is appropriated from the General Fund to the
19 Legislative Branch.

