

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 2 percent across-the-board increase on  
18 July 12, 2026, and a 2 percent across-the-board increase on January 10, 2027,  
19 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. 2. 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. 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, 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. 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:

1		<del>Annual</del>		<del>Annual</del>
2		<del>Salary</del>		<del>Salary</del>
3		<del>as of</del>		<del>as of</del>
4		<del>July 14,</del>		<del>July 13,</del>
5		<del>2024</del>		<del>2025</del>
6	<del>(1) Governor</del>	<del>\$222,371</del>		<del>\$234,379</del>
7	<del>(2) Lieutenant Governor</del>	<del>\$94,392</del>		<del>\$99,489</del>
8	<del>(3) Secretary of State</del>	<del>\$141,003</del>		<del>\$148,617</del>
9	<del>(4) State Treasurer</del>	<del>\$141,003</del>		<del>\$148,617</del>
10	<del>(5) Auditor of Accounts</del>	<del>\$141,003</del>		<del>\$148,617</del>
11	<del>(6) Attorney General</del>	<del>\$168,837</del>		<del>\$177,954</del>
12		<u>Annual</u>	<u>Annual</u>	<u>Annual</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>(1) Governor</u>	<u>\$243,520</u>	<u>\$248,390</u>	<u>\$260,561</u>
18	<u>(2) Lieutenant Governor</u>	<u>\$103,369</u>	<u>\$105,436</u>	<u>\$110,602</u>
19	<u>(3) Secretary of State</u>	<u>\$154,413</u>	<u>\$157,501</u>	<u>\$165,219</u>
20	<u>(4) State Treasurer</u>	<u>\$154,413</u>	<u>\$157,501</u>	<u>\$165,219</u>
21	<u>(5) Auditor of Accounts</u>	<u>\$154,413</u>	<u>\$157,501</u>	<u>\$165,219</u>

1           (6) Attorney General           \$184,894           \$188,592           \$197,833

2           (b) The Governor may appoint each officer of the Executive Branch listed  
3 in this subsection at a starting salary ranging from the base salary stated for  
4 that position to a salary that does not exceed the maximum salary unless  
5 otherwise authorized by this subsection. The maximum salary for each  
6 appointive officer shall be 50 percent above the base salary. Annually, the  
7 Governor may grant to each of those officers an annual salary adjustment  
8 subject to the maximum salary. The annual salary adjustment granted to  
9 officers under this subsection shall not exceed the average rate of adjustment  
10 available to most classified employees under the collective bargaining  
11 agreement then in effect. In addition to the annual salary adjustment specified  
12 in this subsection, the Governor may grant a special salary increase subject to  
13 the maximum salary, or a bonus, to any officer listed in this subsection whose  
14 job duties have significantly increased, or whose contributions to the State in  
15 the preceding year are deemed especially significant. Special salary increases  
16 or bonuses granted to any individual shall not exceed the average rate of  
17 adjustment available to most classified employees under the collective  
18 bargaining agreement then in effect.

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

20	<del>Base</del>	<del>Base</del>
21	<del>Salary</del>	<del>Salary</del>

		as of	as of
		July 14,	July 13,
		2024	2025
1			
2			
3			
4	(A) Administration	\$134,466	\$141,727
5	(B) Agriculture,		
6	Food and		
7	Markets	\$134,466	\$141,727
8	(C) Financial		
9	Regulation	\$125,706	\$132,494
10	(D) Buildings and		
11	General Services	\$125,706	\$132,494
12	(E) Children and		
13	Families	\$125,706	\$132,494
14	(F) Commerce and		
15	Community		
16	Development	\$134,466	\$141,727
17	(G) Corrections	\$125,706	\$132,494
18	(H) Defender		
19	General	\$125,706	\$132,494
20	(I) Disabilities,		
21	Aging, and		

1	Independent		
2	Living	\$125,706	\$132,494
3	<del>(J) Economic</del>		
4	Development	\$114,031	\$120,189
5	<del>(K) Education</del>	\$134,466	\$141,727
6	<del>(L) Environmental</del>		
7	Conservation	\$125,706	\$132,494
8	<del>(M) Finance and</del>		
9	Management	\$125,706	\$132,494
10	<del>(N) Fish and</del>		
11	Wildlife	\$114,031	\$120,189
12	<del>(O) Forests, Parks</del>		
13	and Recreation	\$114,031	\$120,189
14	<del>(P) Health</del>	\$125,706	\$132,494
15	<del>(Q) Housing and</del>		
16	Community		
17	Development	\$114,031	\$120,189
18	<del>(R) Human</del>		
19	Resources	\$125,706	\$132,494
20	<del>(S) Human Services</del>	\$134,466	\$141,727
21	<del>(T) Digital Services</del>	\$134,466	\$141,727

1	<del>(U) Labor</del>	<del>\$125,706</del>	<del>\$132,494</del>
2	<del>(V) Libraries</del>	<del>\$114,031</del>	<del>\$120,189</del>
3	<del>(W) Liquor and</del>		
4	<del>Lottery</del>	<del>\$114,031</del>	<del>\$120,189</del>
5	<del>(X) [Repealed.]</del>		
6	<del>(Y) Mental Health</del>	<del>\$125,706</del>	<del>\$132,494</del>
7	<del>(Z) Military</del>	<del>\$125,706</del>	<del>\$132,494</del>
8	<del>(AA) Motor</del>		
9	<del>Vehicles</del>	<del>\$114,031</del>	<del>\$120,189</del>
10	<del>(BB) Natural</del>		
11	<del>Resources</del>	<del>\$134,466</del>	<del>\$141,727</del>
12	<del>(CC) Land Use Review</del>		
13	<del>Board Chair</del>	<del>\$114,031</del>	<del>\$120,189</del>
14	<del>(DD) Public Safety</del>	<del>\$125,706</del>	<del>\$132,494</del>
15	<del>(EE) Public Service</del>	<del>\$125,706</del>	<del>\$132,494</del>
16	<del>(FF) Taxes</del>	<del>\$125,706</del>	<del>\$132,494</del>
17	<del>(GG) Tourism and</del>		
18	<del>Marketing</del>	<del>\$114,031</del>	<del>\$120,189</del>
19	<del>(HH) Transportation</del>	<del>\$134,466</del>	<del>\$141,727</del>
20	<del>(I) Vermont Health</del>		
21	<del>Access</del>	<del>\$125,706</del>	<del>\$132,494</del>

1	<del>(J) Veterans' Home</del>	\$125,706		\$132,494
2		<u>Base</u>	<u>Base</u>	<u>Base</u>
3		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
4		<u>as of</u>	<u>as of</u>	<u>as of</u>
5		<u>July 12,</u>	<u>January 10,</u>	<u>July 11,</u>
6		<u>2026</u>	<u>2027</u>	<u>2027</u>
7	<u>(A) Administration</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
8	<u>(B) Agriculture,</u>			
9	<u>Food and</u>			
10	<u>Markets</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
11	<u>(C) Financial</u>			
12	<u>Regulation</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
13	<u>(D) Buildings and</u>			
14	<u>General Services</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
15	<u>(E) Children and</u>			
16	<u>Families</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
17	<u>(F) Commerce and</u>			
18	<u>Community</u>			
19	<u>Development</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
20	<u>(G) Corrections</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
21	<u>(H) Defender</u>			

1	<u>General</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
2	<u>(I) Disabilities,</u>			
3	<u>Aging, and</u>			
4	<u>Independent</u>			
5	<u>Living</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
6	<u>(J) Economic</u>			
7	<u>Development</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
8	<u>(K) Education</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
9	<u>(L) Environmental</u>			
10	<u>Conservation</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
11	<u>(M) Finance and</u>			
12	<u>Management</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
13	<u>(N) Fish and</u>			
14	<u>Wildlife</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
15	<u>(O) Forests, Parks</u>			
16	<u>and Recreation</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
17	<u>(P) Health</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
18	<u>(Q) Housing and</u>			
19	<u>Community</u>			
20	<u>Development</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>

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

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

7 (2) [Repealed.]

8 (3) If the Chair of the Land Use Review Board is employed on less than  
9 a full-time basis, the hiring and salary maximums for that position shall be  
10 reduced proportionately.

11 (4) When a permanent employee is appointed to an exempt position, the  
12 Governor may authorize such employee to retain the present salary even  
13 though it is in excess of any salary maximum provided in statute.

14 \* \* \*

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

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

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

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:

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

1	<del>(7) Each Judicial</del>			
2	<u>Bureau hearing</u>			
3	<u>officer</u>	<u>\$146,413</u>		<u>\$154,319</u>
4		<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
5		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
6		<u>as of</u>	<u>as of</u>	<u>as of</u>
7		<u>July 12,</u>	<u>January 10,</u>	<u>July 11,</u>
8		<u>2026</u>	<u>2027</u>	<u>2027</u>
9	<u>(1) Chief Justice of</u>			
10	<u>Supreme Court</u>	<u>\$234,379</u>	<u>\$239,067</u>	<u>\$250,781</u>
11	<u>(2) Each Associate</u>			
12	<u>Justice</u>	<u>\$223,690</u>	<u>\$228,164</u>	<u>\$239,344</u>
13	<u>(3) Chief Superior</u>			
14	<u>Judge</u>	<u>\$223,690</u>	<u>\$228,164</u>	<u>\$239,344</u>
15	<u>(4) Each Superior</u>			
16	<u>Judge</u>	<u>\$212,653</u>	<u>\$216,906</u>	<u>\$227,534</u>
17	<u>(5) [Repealed.]</u>			
18	<u>(6) Each</u>			
19	<u>Magistrate</u>	<u>\$160,337</u>	<u>\$163,544</u>	<u>\$171,558</u>
20	<u>(7) Each Judicial</u>			
21	<u>Bureau hearing</u>			

1                    officer                    \$160,337                    \$163,544                    \$171,558

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

3                    § 1141. ASSISTANT JUDGES

4                    (a)(1) Each assistant judge of the Superior Court shall be entitled to receive  
5                    compensation in the amount of ~~\$224.47 a day as of July 14, 2024 and \$236.59~~  
6                    ~~a day as of July 13, 2025~~ \$245.82 a day as of July 12, 2026, \$250.74 a day as  
7                    of January 10, 2027, and \$163.03 a day as of July 11, 2027 for time spent in  
8                    the performance of official duties and necessary expenses as allowed to  
9                    classified State employees. Compensation under this section shall be based on  
10                    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:

	<del>Annual</del>	<del>Annual</del>	
	<del>Salary</del>	<del>Salary</del>	
	<del>as of</del>	<del>as of</del>	
	<del>July 14,</del>	<del>July 13,</del>	
	<del>2024</del>	<del>2025</del>	
6			
7			
8			
9			
10			
11	<del>(1) Addison</del>	<del>\$76,555</del>	<del>\$80,689</del>
12	<del>(2) Bennington</del>	<del>\$96,776</del>	<del>\$102,002</del>
13	<del>(3) Caledonia</del>	<del>\$67,891</del>	<del>\$71,557</del>
14	<del>(4) Chittenden</del>	<del>\$161,506</del>	<del>\$170,227</del>
15	<del>(5) Essex</del>	<del>\$18,966</del>	<del>\$19,990</del>
16	<del>(6) Franklin</del>	<del>\$76,555</del>	<del>\$80,689</del>
17	<del>(7) Grand Isle</del>	<del>\$18,966</del>	<del>\$19,990</del>
18	<del>(8) Lamoille</del>	<del>\$53,443</del>	<del>\$56,329</del>
19	<del>(9) Orange</del>	<del>\$63,554</del>	<del>\$66,986</del>
20	<del>(10) Orleans</del>	<del>\$62,110</del>	<del>\$65,464</del>
21	<del>(11) Rutland</del>	<del>\$137,221</del>	<del>\$144,631</del>

1	<del>(12) Washington</del>	<del>\$105,441</del>		<del>\$111,135</del>
2	<del>(13) Windham</del>	<del>\$85,221</del>		<del>\$89,823</del>
3	<del>(14) Windsor</del>	<del>\$115,555</del>		<del>\$121,795</del>
4		<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
5		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
6		<u>as of</u>	<u>as of</u>	<u>as of</u>
7		<u>July 12,</u>	<u>January 10,</u>	<u>July 11,</u>
8		<u>2026</u>	<u>2027</u>	<u>2027</u>
9	<u>(1) Addison</u>	<u>\$83,836</u>	<u>\$85,513</u>	<u>\$89,703</u>
10	<u>(2) Bennington</u>	<u>\$105,980</u>	<u>\$108,100</u>	<u>\$113,397</u>
11	<u>(3) Caledonia</u>	<u>\$74,348</u>	<u>\$75,835</u>	<u>\$79,551</u>
12	<u>(4) Chittenden</u>	<u>\$176,866</u>	<u>\$180,403</u>	<u>\$189,243</u>
13	<u>(5) Essex</u>	<u>\$20,770</u>	<u>\$21,185</u>	<u>\$22,223</u>
14	<u>(6) Franklin</u>	<u>\$83,836</u>	<u>\$85,513</u>	<u>\$89,703</u>
15	<u>(7) Grand Isle</u>	<u>\$20,770</u>	<u>\$21,185</u>	<u>\$22,223</u>
16	<u>(8) Lamoille</u>	<u>\$58,526</u>	<u>\$59,697</u>	<u>\$62,622</u>
17	<u>(9) Orange</u>	<u>\$69,598</u>	<u>\$70,990</u>	<u>\$74,469</u>
18	<u>(10) Orleans</u>	<u>\$68,017</u>	<u>\$69,377</u>	<u>\$72,776</u>
19	<u>(11) Rutland</u>	<u>\$150,272</u>	<u>\$153,277</u>	<u>\$160,788</u>
20	<u>(12) Washington</u>	<u>\$115,469</u>	<u>\$117,778</u>	<u>\$123,549</u>
21	<u>(13) Windham</u>	<u>\$93,326</u>	<u>\$95,193</u>	<u>\$99,857</u>

1            (14) Windsor                      \$126,545        \$129,076        \$135,401

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

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

9            \* \* \* Sheriffs; Statutory Salaries; Fiscal Years 2027 and 2028 \* \* \*

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

11          § 1182. SHERIFFS

12          (a) The sheriffs of all counties except Chittenden shall be entitled to receive  
13          salaries in the amount of ~~\$104,010.00 as of July 14, 2024 and \$109,627.00 as~~  
14          ~~of July 13, 2025~~ \$113,902 as of July 12, 2026, \$116,180.00 as of January 10,  
15          2027, and \$122,873 as of July 11, 2027. The Sheriff of Chittenden County  
16          shall be entitled to an annual salary in the amount of ~~\$110,070.00 as of July 14,~~  
17          ~~2024, and \$116,014.00 as of July 13, 2025~~ \$120,539.00 as of July 12, 2026,  
18          \$122,950.00 as of January 10, 2027, and \$128,975.00 as of July 11, 2027.

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

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

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

§ 1183. STATE’S ATTORNEYS

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

	<del>Annual</del>	<del>Annual</del>
	<del>Salary</del>	<del>Salary</del>
	<del>as of</del>	<del>as of</del>
	<del>July 14,</del>	<del>July 13,</del>
	<del>2024</del>	<del>2025</del>
<del>(1) Addison County</del>	<del>\$140,691</del>	<del>\$148,288</del>
<del>(2) Bennington</del>		
<del>County</del>	<del>\$140,691</del>	<del>\$148,288</del>
<del>(3) Caledonia County</del>	<del>\$140,691</del>	<del>\$148,288</del>
<del>(4) Chittenden County</del>	<del>\$147,087</del>	<del>\$155,030</del>
<del>(5) Essex County</del>	<del>\$105,521</del>	<del>\$111,219</del>
<del>(6) Franklin County</del>	<del>\$140,691</del>	<del>\$148,288</del>
<del>(7) Grand Isle County</del>	<del>\$105,521</del>	<del>\$111,219</del>
<del>(8) Lamoille County</del>	<del>\$140,691</del>	<del>\$148,288</del>
<del>(9) Orange County</del>	<del>\$140,691</del>	<del>\$148,288</del>

1	<del>(10) Orleans County</del>	<del>\$140,691</del>		<del>\$148,288</del>
2	<del>(11) Rutland County</del>	<del>\$140,691</del>		<del>\$148,288</del>
3	<del>(12) Washington</del>			
4	<del>County</del>	<del>\$140,691</del>		<del>\$148,288</del>
5	<del>(13) Windham County</del>	<del>\$140,691</del>		<del>\$148,288</del>
6	<del>(14) Windsor County</del>	<del>\$140,691</del>		<del>\$148,288</del>
7		<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
8		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
9		<u>as of</u>	<u>as of</u>	<u>as of</u>
10		<u>July 12,</u>	<u>January 10,</u>	<u>July 11,</u>
11		<u>2026</u>	<u>2027</u>	<u>2027</u>
12	<u>(1) Addison County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
13	<u>(2) Bennington</u>			
14	<u>County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
15	<u>(3) Caledonia County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
16	<u>(4) Chittenden County</u>	<u>\$161,076</u>	<u>\$164,298</u>	<u>\$172,349</u>
17	<u>(5) Essex County</u>	<u>\$115,557</u>	<u>\$117,868</u>	<u>\$123,644</u>
18	<u>(6) Franklin County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
19	<u>(7) Grand Isle County</u>	<u>\$115,557</u>	<u>\$117,868</u>	<u>\$123,644</u>
20	<u>(8) Lamoille County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
21	<u>(9) Orange County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>

1	<u>(10) Orleans County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
2	<u>(11) Rutland County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
3	<u>(12) Washington</u>			
4	<u>County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
5	<u>(13) Windham County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>
6	<u>(14) Windsor County</u>	<u>\$154,071</u>	<u>\$157,152</u>	<u>\$164,852</u>

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

12 \* \* \* Appropriations \* \* \*

13 Sec. 10. PAY ACT APPROPRIATIONS; FISCAL YEARS 2027 AND  
14 2028

15 (a) Executive Branch. The first and second years of the two-year  
16 agreements between the State of Vermont and the Vermont State Employees’  
17 Association for the Defender General, Non-Management, Supervisory, and  
18 Corrections bargaining units, and, for the purpose of appropriation, the State’s  
19 Attorneys’ offices bargaining unit, for the period of July 1, 2026, through June  
20 30, 2028; the collective bargaining agreement with the Vermont Troopers’  
21 Association for the period of July 1, 2026, through June 30, 2028; and salary

1 increases for employees in the Executive Branch not covered by the bargaining  
2 agreements shall be funded as follows:

3 (1) Fiscal year 2027.

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

8 (B) Transportation Fund. The amount of \$3,000,000.00 is  
9 appropriated from the Transportation Fund to the Secretary of Administration  
10 for distribution to the Agency of Transportation and the Department of Public  
11 Safety to fund the fiscal year 2027 collective bargaining agreements and the  
12 requirements of this act.

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

18 (D) Transfers. With due regard to the possible availability of other  
19 funds, for fiscal year 2027, the Secretary of Administration may transfer from  
20 the various appropriations and various funds and from the receipts of the  
21 Liquor Control Board such sums as the Secretary may determine to be

1 necessary to carry out the purposes of this act to the various agencies supported  
2 by State funds.

3 (2) Fiscal year 2028.

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

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

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

18 (D) Transfers. With due regard to the possible availability of other  
19 funds, for fiscal year 2028, the Secretary of Administration may transfer from  
20 the various appropriations and various funds and from the receipts of the  
21 Liquor Control Board such sums as the Secretary may determine to be

1 necessary to carry out the purposes of this act to the various agencies supported  
2 by State funds.

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

5 (b) Judicial Branch.

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

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

17 (3) Fiscal year 2028. The second year of the two-year agreements  
18 between the State of Vermont and the Vermont State Employees’ Association  
19 for the judicial bargaining unit for the period of July 1, 2027, through June 30,  
20 2028, and salary increases for employees in the Judicial Branch not covered by  
21 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 \* \* \* Effective Date \* \* \*

14 Sec. 11. EFFECTIVE DATE

15 This act shall take effect on July 1, 2026.