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H.141

Senator Vyhovsky moves that the Senate propose to the House that the bill be amended by adding 10 new sections to be Secs. 93–102 to read as follows:

Sec. 93. LEGISLATIVE INTENT; STATEWIDE SERVICE

COORDINATOR

(a) It is the intent of the General Assembly:

(1) to reduce for the remainder of fiscal year 2025 and for fiscal year 2026 the salaries of all employees in the Executive, Judicial, and Legislative Branches whose salaries exceed \$100,000.00 and who are not covered by the provisions of collective bargaining agreements to fiscal year 2024 levels;

(2) that the estimated \$742,500 in savings in fiscal year 2025 be used for General Assistance Emergency Housing and that the estimated \$6,688,000 in fiscal year 2026 savings be reserved for General Assistance Emergency Housing in fiscal year 2026;

(3) that funds appropriated for General Assistance Emergency Housing in fiscal years 2025 and 2026 may be used to convert State buildings to provide shelter or housing for those experiencing homelessness; and

(4) that one new exempt, limited service position is authorized in the Agency of Administration to coordinate services statewide for those experiencing homelessness, which position shall be transferred and converted

1 from an existing vacant position in the Executive Branch and shall not increase
2 the total number of authorized positions.

3 Sec. 94. 32 V.S.A. § 1003 is amended to read:

4 § 1003. STATE OFFICERS

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

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14, 2024 <u>April 6, 2025</u>	July 13, 2025
11 (1) Governor	\$222,371 <u>\$208,995</u>	\$234,379 <u>\$208,995</u>
12 (2) Lieutenant Governor	\$94,392	\$99,489
13 (3) Secretary of State	\$141,003 <u>\$132,522</u>	\$148,617 <u>\$132,522</u>
14 (4) State Treasurer	\$141,003 <u>\$132,522</u>	\$148,617 <u>\$132,522</u>
15 (5) Auditor of Accounts	\$141,003 <u>\$132,522</u>	\$148,617 <u>\$132,522</u>
16 (6) Attorney General	\$168,837 <u>\$158,681</u>	\$177,954 <u>\$158,681</u>

17 (b) The Governor may appoint each officer of the Executive Branch listed
18 in this subsection at a starting salary ranging from the base salary stated for
19 that position to a salary that does not exceed the maximum salary unless
20 otherwise authorized by this subsection. The maximum salary for each
21 appointive officer shall be 50 percent above the base salary. Annually, the

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

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

	Base	Base
	Salary	Salary
	as of	as of
	July 14, 2024 <u>April 6, 2025</u>	July 13, 2025
18 (A) Administration	\$134,466 <u>\$126,378</u>	\$141,727 <u>\$126,378</u>
19 (B) Agriculture, Food		
20 and markets	\$134,466 <u>\$126,378</u>	\$141,727 <u>\$126,378</u>
21 (C) Financial Regulation	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>

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

1	(T) Digital Services	\$134,466 <u>\$126,378</u>	\$141,727 <u>\$126,378</u>
2	(U) Labor	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
3	(V) Libraries	\$114,031 <u>\$107,172</u>	\$120,189 <u>\$107,172</u>
4	(W) Liquor and Lottery	\$114,031 <u>\$107,172</u>	\$120,189 <u>\$107,172</u>
5	(X) [Repealed.]		
6	(Y) Mental Health	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
7	(Z) Military	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
8	(AA) Motor Vehicles	\$114,031 <u>\$107,172</u>	\$120,189 <u>\$107,172</u>
9	(BB) Natural Resources	\$134,466 <u>\$126,378</u>	\$141,727 <u>\$126,378</u>
10	(CC) Land Use Review Board		
11	Chair	\$114,031 <u>\$107,172</u>	\$120,189 <u>\$107,172</u>
12	(DD) Public Safety	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
13	(EE) Public Service	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
14	(FF) Taxes	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
15	(GG) Tourism and Marketing	\$114,031 <u>\$107,172</u>	\$120,189 <u>\$107,172</u>
16	(HH) Transportation	\$134,466 <u>\$126,378</u>	\$141,727 <u>\$126,378</u>
17	(II) Vermont Health Access	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
18	(JJ) Veterans' Home	\$125,706 <u>\$118,145</u>	\$132,494 <u>\$118,145</u>
19	(2) [Repealed.]		

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

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

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

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14, 2024 <u>April 6, 2025</u>	July 13, 2025
9 (1) Chief Justice of Supreme		
10 Court	\$214,024 <u>\$201,150</u>	\$225,581 <u>\$201,150</u>
11 (2) Each Associate Justice	\$204,264 <u>\$191,977</u>	\$215,294 <u>\$191,977</u>
12 (3) Administrative Judge	\$204,264 <u>\$191,977</u>	\$215,294 <u>\$191,977</u>
13 (4) Each Superior Judge	\$194,185 <u>\$182,505</u>	\$204,671 <u>\$182,505</u>
14 (5) [Repealed.]		
15 (6) Each Magistrate	\$146,413 <u>\$137,606</u>	\$154,319 <u>\$137,606</u>
16 (7) Each Judicial Bureau hearing		
17 officer	\$146,413 <u>\$137,606</u>	\$154,319 <u>\$137,606</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 Sec. 95. 32 V.S.A. § 1142 is amended to read:

8 § 1142. PROBATE JUDGES

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

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14, 2024 <u>April 6, 2025</u>	July 13, 2025
12 (1) Addison	\$76,555	\$80,689
13 (2) Bennington	\$96,776	102,002 <u>\$96,776</u>
14 (3) Caledonia	\$67,891	\$71,557
15 (4) Chittenden	\$161,506 <u>\$151,791</u>	\$170,227 <u>\$151,791</u>
16 (5) Essex	\$18,966	\$19,990
17 (6) Franklin	\$76,555	\$80,689

1	(7) Grand Isle	\$18,966	\$19,990
2	(8) Lamoille	\$53,443	\$56,329
3	(9) Orange	\$63,554	\$66,986
4	(10) Orleans	\$62,110	\$65,464
5	(11) Rutland	\$137,221 <u>\$128,967</u>	\$144,631 <u>\$128,967</u>
6	(12) Washington	\$105,441 <u>\$99,099</u>	\$111,135 <u>\$99,099</u>
7	(13) Windham	\$85,221	\$89,823
8	(14) Windsor	\$115,555 <u>\$108,604</u>	\$121,795 <u>\$108,604</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 Sec. 96. 32 V.S.A. § 1182 is amended to read:

17 § 1182. SHERIFFS

18 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
19 salaries in the amount of ~~\$104,010.00~~ \$94,085.00 as of ~~July 14, 2024~~ April 6,
20 2025 and ~~\$109,627.00~~ \$94,085.00 as of July 13, 2025. The Sheriff of
21 Chittenden County shall be entitled to an annual salary in the amount of

1 ~~\$110,070.00~~ \$99,566.00 as of ~~July 14, 2024~~ April 6, 2025 and ~~\$116,014.00~~
2 \$99,566.00 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 (c) Compensation under subsection (a) of this section shall be reduced by
7 20 percent for any sheriff who has Level I but not obtained Level II law
8 enforcement officer certification under 20 V.S.A. § 2358.

9 (d) Compensation under subsection (a) of this section shall be reduced by
10 30 percent for any sheriff who does not possess a law enforcement officer
11 certification under 20 V.S.A. § 2358.

12 Sec. 97. 32 V.S.A. § 1183 is amended to read:

13 § 1183. STATE’S ATTORNEYS

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

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14, 2024 <u>April 6, 2025</u>	July 13, 2025
20 (1) Addison County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
21 (2) Bennington County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>

1	(3) Caledonia County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
2	(4) Chittenden County	\$147,087 <u>\$138,240</u>	\$155,030 <u>\$138,240</u>
3	(5) Essex County	\$105,521 <u>\$99,174</u>	\$111,219 <u>\$99,174</u>
4	(6) Franklin County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
5	(7) Grand Isle County	\$105,521 <u>\$99,174</u>	\$111,219 <u>\$99,174</u>
6	(8) Lamoille County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
7	(9) Orange County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
8	(10) Orleans County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
9	(11) Rutland County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
10	(12) Washington County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
11	(13) Windham County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>
12	(14) Windsor County	\$140,691 <u>\$132,228</u>	\$148,288 <u>\$132,228</u>

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

18 Sec. 98. STATE OFFICERS; SALARY INCREASES

19 Notwithstanding any provision of law to the contrary, between April 6,
20 2025 and July 1, 2026, the Governor shall not grant any annual salary

1 adjustment or special salary increases to officers whose salary is set in 32

2 V.S.A. § 1003.

3 Sec. 99. 2024 Acts and Resolves No. 113, Sec. B.1100(e) is amended to read:

4 (e) Department for Children and Families. In fiscal year 2025, funds are
5 appropriated for the following:

6 (1) ~~\$16,500,000~~ \$19,082,804 General Fund for the General Assistance
7 Emergency Housing program;

8 * * *

9 Sec. 100. 2024 Acts and Resolves No. 113, Sec. G.101 is amended to read:

10 Sec. G.101 EXEMPT EMPLOYEES; PERMITTED SALARY

11 INCREASES; FISCAL YEARS 2025 AND 2026

12 (a) Fiscal year 2025. ~~The~~ Except as set forth in 32 V.S.A. §§ 1003, 1142,
13 1182, and 1183, the Executive, Judicial, and Legislative Branches may extend
14 the fiscal year 2025 provisions of the collective bargaining agreements that are
15 funded by this act to employees not covered by the bargaining agreements as
16 they determine to be appropriate and in accordance with the appropriations
17 provided to each branch, provided that, effective April 6, 2025, the salary of
18 any such employee whose salary exceeds \$100,000.00 shall be reduced to the
19 amount of salary the employee earned in fiscal year 2024. For any such
20 employee who was not employed by the State in fiscal year 2024 or who held a

1 different position in State government at that time, the employee’s fiscal year
2 2025 salary shall be reduced by 6.4%, effective April 6, 2025.

3 (b) Fiscal year 2026. ~~The~~ Except as set forth in 32 V.S.A. §§ 1003, 1142,
4 1182, and 1183, the Executive, Judicial, and Legislative Branches may extend
5 the fiscal year 2026 provisions of the collective bargaining agreements that are
6 funded by this act to employees not covered by the bargaining agreements as
7 they determine to be appropriate and in accordance with the appropriations
8 provided to each branch, provided that, effective July 13, 2025, the salary of
9 any such employee whose salary exceeds \$100,000.00 shall not be increased.

10 Sec. 101. 2024 Acts and Resolves No. 113, Sec. G.102 is amended to read:

11 Sec. G.102 EXECUTIVE BRANCH; EXEMPT AGENCY AND
12 DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE
13 ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND
14 SPECIAL SALARY INCREASE OR BONUS

15 (a) Fiscal year 2025. For purposes of determining annual salary
16 adjustments, special salary increases, and bonuses under 32 V.S.A. ~~§§ 1003(b)~~
17 ~~and~~ § 1020(b), “the average rate of adjustment available to most classified
18 employees under the collective bargaining agreement” shall be, in fiscal year
19 2025, 6.4 percent; provided, however, that notwithstanding any provision of
20 32 V.S.A. § 1020 to the contrary, no salary adjustment or special salary
21 increase shall be made available to any employee who earns more than

1 \$100,000.00 and any salary adjustment or salary increase that would cause an
2 employee’s salary to exceed \$100,000.00 shall be reduced in order to maintain
3 the employee’s salary at or below \$100,000.00.

4 (b) Fiscal year 2026. For purposes of determining annual salary
5 adjustments, special salary increases, and bonuses under 32 V.S.A. ~~§§ 1003(b)~~
6 ~~and § 1020(b)~~, “the average rate of adjustment available to most classified
7 employees under the collective bargaining agreement” shall be, in fiscal year
8 2026, 5.4 percent; provided, however, that notwithstanding any provision of
9 32 V.S.A. § 1020 to the contrary, no salary adjustment, special salary increase,
10 or bonus shall be made available to any employee earning more than
11 \$100,000.00 and any salary adjustment, salary increase, or bonus that would
12 cause an employee’s wages to exceed \$100,000.00 shall be reduced in order to
13 maintain the employee’s salary at or below \$100,000.00.

14 Sec. 102. 2024 Acts and Resolves No. 113, Sec. G.109 is amended to read:

15 Sec. G.109 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~~ \$26,702,837.00 is
7 appropriated from the General Fund to the Secretary of Administration for
8 distribution to departments to fund the fiscal year 2025 collective bargaining
9 agreements and the requirements of this act.

10 * * *

11 (2) Fiscal year 2026.

12 (A) General Fund. The amount of ~~\$24,644,442.00~~ \$19,394,442.00 is
13 appropriated from the General Fund to the Secretary of Administration for
14 distribution to departments to fund the fiscal year 2026 collective bargaining
15 agreements and the requirements of this act.

16 * * *

17 (b) Judicial Branch.

18 (1) Extension to noncovered employees. The Chief Justice of the
19 Vermont Supreme Court may extend the provisions of the Judiciary’s
20 collective bargaining agreement to Judiciary employees who are not covered
21 by the bargaining agreement.

1 (2) Fiscal year 2025. The first year of the two-year agreements between
2 the State of Vermont and the Vermont State Employees’ Association for the
3 judicial bargaining unit for the period of July 1, 2024 through June 30, 2025
4 and salary increases for employees in the Judicial Branch not covered by the
5 bargaining agreements shall be funded as follows: the amount of
6 ~~\$2,470,963.00~~ \$2,356,963.00 is appropriated from the General Fund and the
7 amount of \$185,986.00 is provided from other sources to the Judiciary to fund
8 the fiscal year 2025 collective bargaining agreement and the requirements of
9 this act.

10 (3) Fiscal year 2026. The second year of the two-year agreements
11 between the State of Vermont and the Vermont State Employees’ Association
12 for the judicial bargaining unit for the period of July 1, 2025 through June 30,
13 2026 and salary increases for employees in the Judicial Branch not covered by
14 the bargaining agreements shall be funded as follows: the amount of
15 ~~\$2,388,783.00~~ \$1,399,783.00 is appropriated from the General Fund and the
16 amount of \$179,801.00 is provided from other sources to the Judiciary to fund
17 the fiscal year 2026 collective bargaining agreement and the requirements of
18 this act.

19 (c) Legislative Branch.

20 (1) For the period of July 1, 2024 through June 30, 2025, the General
21 Assembly, including all Legislative Branch employees, shall be funded as

1 follows: the amount of ~~\$884,808.00~~ \$832,808.00 is appropriated from the
2 General Fund to the Legislative Branch.

3 (2) For the period of July 1, 2025 through June 30, 2026, the General
4 Assembly, including all Legislative Branch employees, shall be funded as
5 follows: the amount of ~~\$758,613.00~~ \$309,613.00 is appropriated from the
6 General Fund to the Legislative Branch.

7 * * *

8 and by renumbering Sec. 93, effective dates, to be Sec. 103