

To: Senate Committee on Economic Development, Housing and General Affairs
From: Sarah London, Chief Assistant Attorney General
Re: Testimony for March 18, 2025

I. Legal Considerations, including certain existing statutes

- a. Attorney General's current authority over AAGs is in 3 V.S.A. § 153.
- b. AAGs and "attorneys employed as legal advisors or special counsel outside the Office of the Attorney General" are in the same pay plan and currently treated the same by statute for purposes of Vermont labor law. 3 V.S.A. § 311(a).
- c. AGO defense of the State is required by several statutes and is unique to AGO.
- d. More than half of AAGs are in "agency positions" (not AGO positions) and/or funded by sources outside the AGO budget. This structure is unique to the AGO.

II. Cost Considerations (Current)

- a. Median annual cost of an AAG (salary and benefits): \$181,000.
- b. Median AAG salary (excluding top managers): close to \$120,000, close to \$115,000 for non-managers. Salaries increase each year through merits (2 to 3%), promotions (5%), and Across the Board Increases (4.9% in 2022, 3.9% in 2023, 4.5% in 2024).
- c. The AGO regularly hires lawyers from private practice and other agencies.
- d. Attachment provides non-manager AAG salaries compared to DSA Pay Steps.

III. Possible Additional Costs (Future): Additional legal resources.

- a. By statute, AGO defends the State; AAGs also advise as general counsels.
- b. AGO can currently assign State defense and general counseling across AAGs.
 - i. Civil Division: (9 excluding Chief)
 - ii. AAGs appearing before the VLRB (approximately 4 AAGs)
 - iii. Other AAGs handling civil defense (5 to 10 additional AAGs)
 - iv. AAGs serving in agencies without other lawyers: AOT (6), Tax (6), BGS
 - v. Additional AAGs at 109 State advising agencies without lawyers (varies)
- c. Resolution at Vermont Labor Relations Board = litigation as opposed to legislation.
 - i. Litigation at VLRB can include appeals to the Vermont Supreme Court.
 - ii. The State will need to be represented in the litigation.

Attachment

APPENDIX E

Deputy State's Attorneys

Pay Plan Addendum

Effective Dates: July 14, 2024 to July 12, 2025

STEP	Hourly	Annual	Non-Manager AAGs
Step 1	\$ 30.67	\$ 63,794	1 AAG at \$64,230
Step 2	\$ 32.33	\$ 67,246	2 AAGs at \$65K to \$65,850
Step 3	\$ 34.27	\$ 71,282	3 AAGs at \$68K to \$70K 1 AAG at \$71,843
Step 4	\$ 37.73	\$ 78,478	3 AAGs at \$75K to \$77,500
Step 5	\$ 39.76	\$ 82,701	
Step 6	\$ 41.93	\$ 87,214	6 AAGs at \$86,300
Step 7	\$ 43.17	\$ 89,794	
Step 8	\$ 45.53	\$ 94,702	4 AAGs at \$91K to \$93,200
Step 9	\$ 47.99	\$ 99,819	3 AAGs at \$94K to \$95,200
Step 10	\$ 50.74	\$ 105,539	4 AAGs at \$99K to \$104,500
Step 11	\$ 53.69	\$ 111,675	5 AAGs at \$105K to \$111K
Step 12	\$ 56.48	\$ 117,478	7 AAGs at \$112K to \$117K
Step 13	\$ 58.42	\$ 121,514	7 AAGs at \$118 to \$121K
Step 14	\$ 59.55	\$ 123,864	7 AAGs at \$122K to \$123K
Step 15	\$ 60.74	\$ 126,339	6 AAGs at \$124K to \$125K 8 AAGs at \$126K to \$135K