

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

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

13	Grants	<u>2,271,638,242</u>
14	Total	2,271,638,242
15	Source of funds	
16	General fund	743,251,131
17	Special funds	31,874,504
18	Tobacco fund	21,049,373
19	State health care resources fund	31,074,772
20	Federal funds	1,439,202,567
21	Interdepartmental transfers	<u>5,185,895</u>
22	Total	2,271,638,242

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

3 Sec. B.311 Health - administration and support

4	Personal services	9,530,484
5	Operating expenses	9,699,306
6	Grants	<u>600,918</u>
7	Total	19,830,708

8 Source of funds

9	General fund	3,988,804
10	Special funds	1,584,462
11	Tobacco fund	70,101
12	Federal funds	9,440,311
13	Global Commitment fund	4,619,040
14	Interdepartmental transfers	<u>127,990</u>
15	Total	19,830,708

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

19 Sec. B.316 Department for children and families - administration & support
20 services

21	Personal services	53,338,671
22	Operating expenses	21,318,873
23	Grants	<u>5,365,092</u>

1	Total	80,022,636
2	Source of funds	
3	General fund	54,276,350
4	Special funds	2,695,360
5	Federal funds	20,162,623
6	Global Commitment fund	2,261,300
7	Interdepartmental transfers	<u>627,003</u>
8	Total	80,022,636
9	<u>Fifth:</u> By striking out Sec. B.347, total human services, in its entirety and	
10	inserting in lieu thereof a new Sec. B.347 to read as follows:	
11	Sec. B.347 Total human services	
12	Source of funds	
13	General fund	1,516,760,216
14	Special funds	256,576,042
15	Tobacco fund	23,091,905
16	State health care resources fund	31,074,772
17	Federal funds	2,011,953,188
18	Global Commitment fund	2,213,051,331
19	Internal service funds	676,463
20	Interdepartmental transfers	29,286,337
21	Permanent trust funds	<u>25,000</u>
22	Total	6,082,495,254

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

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

4 § 4021. ADULT EDUCATION FUNDING

5 (a) Definitions. As used in this section:

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

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

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

15 (b) Annual appropriation. Annually, the General Assembly shall
16 appropriate funds to pay for adult education and literacy activities in an
17 amount equal to 26 percent of the base education amount multiplied by the
18 statewide AEL student count. The General Assembly shall appropriate
19 40 percent of the funds from the Education Fund and 60 percent of the funds
20 from the General Fund.

21 (c) Payment allocations.

1 (1) Beginning in fiscal year 2029, 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 the remaining funds among the
6 counties according to each county's share of the statewide AEL student count.

7 (2) Annually, the Secretary shall pay to each local adult education and
8 literacy provider, as defined in section 942 of this title, that provides an adult
9 education and secondary credential program the amount determined pursuant
10 to this section for each county in which the local adult education and literacy
11 provider provides the county's adult education and secondary credential
12 program.

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

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

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

21 Sec. E.504.3 REPEAL

22 16 V.S.A. § 4021(c)(3) (adult education funding transition language) is
23 repealed on July 1, 2028.

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

2 (f) ~~Annually, the Secretary shall pay to a local adult education and literacy~~
 3 ~~provider, as defined in section 942 of this title, that provides an adult education~~
 4 ~~and secondary credential program an amount equal to 26 percent of the base~~
 5 ~~education amount for each student who completes the diagnostic portions of~~
 6 ~~the adult education and secondary credential program, based on an average of~~
 7 ~~the previous two completed fiscal years. Forty percent of the payment required~~
 8 ~~under this subsection shall be from State funds appropriated from the~~
 9 ~~Education Fund and 60 percent of the payment required under this subsection~~
 10 ~~shall be from State funds appropriated from the General Fund. [Repealed.]~~

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

12 (b) Annual appropriation. Annually, the General Assembly shall
 13 appropriate funds to pay for adult education and literacy activities in an
 14 amount equal to 26 percent of the categorical base ~~education~~ amount
 15 multiplied by the statewide AEL student count. The General Assembly shall
 16 appropriate 40 percent of the funds from the Education Fund and 60 percent of
 17 the funds from the General Fund.

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

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

21 Sec. F.100 COLLECTIVE BARGAINING AGREEMENTS; FISCAL

22 YEARS 2027 AND 2028

1 (a) Fiscal year 2027. This act fully funds the first 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, 2026, through June 30, 2027. The collective bargaining
5 agreements for most classified employees provide in fiscal year 2027 an
6 average 1.9 percent step increase and a 2 percent across-the-board increase on
7 July 12, 2026, and a 2 percent across-the-board increase on January 10, 2027,
8 for a total of a 5.9 percent increase.

9 (b) Fiscal year 2028. This act fully funds the second year of the collective
10 bargaining agreements between the State and the Vermont State Employees'
11 Association and the State and the Vermont Troopers' Association for the
12 period of July 1, 2027, through June 30, 2028. The collective bargaining
13 agreements for most classified employees provide in fiscal year 2028 an
14 average 1.9 percent step increase and a 3.0 percent across-the-board increase
15 for a total of a 4.9 percent increase.

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

17 Sec. F.101 EXEMPT EMPLOYEES; PERMITTED SALARY INCREASES;

18 FISCAL YEARS 2027 AND 2028

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

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

6 Sec. F.102 EXECUTIVE BRANCH; EXEMPT AGENCY AND
 7 DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE
 8 ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND
 9 SPECIAL SALARY INCREASE OR BONUS

10 (a) Fiscal year 2027. 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 2027, 5.9 percent.

15 (b) Fiscal year 2028. 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 2028, 4.9 percent.

20 * * * Executive Branch; Miscellaneous Statutory Salaries;

21 Fiscal Years 2027 and 2028 * * *

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

23 § 1003. STATE OFFICERS

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

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14,	July 13,
	2024	2025
3		
4		
5		
6		
7		
8	(1) Governor	\$222,371
9	(2) Lieutenant Governor	\$94,392
10	(3) Secretary of State	\$141,003
11	(4) State Treasurer	\$141,003
12	(5) Auditor of Accounts	\$141,003
13	(6) Attorney General	\$168,837
14	<u>Annual</u>	<u>Annual</u>
15	<u>Salary</u>	<u>Salary</u>
16	<u>as of</u>	<u>as of</u>
17	<u>July 12,</u>	<u>January 10,</u>
18	<u>2026</u>	<u>2027</u>
19	<u>(1) Governor</u>	<u>\$243,520</u>
20	<u>(2) Lieutenant Governor</u>	<u>\$103,369</u>
21	<u>(3) Secretary of State</u>	<u>\$154,413</u>
22	<u>(4) State Treasurer</u>	<u>\$154,413</u>
23	<u>(5) Auditor of Accounts</u>	<u>\$154,413</u>

1	<u>(6) Attorney General</u>	<u>\$184,894</u>	<u>\$188,592</u>	<u>\$197,833</u>
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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		Base	Base	
21		Salary	Salary	
22		as of	as of	
23		July 14,	July 13,	

	2024	2025	
1			
2	(A) Administration	\$134,466	\$141,727
3	(B) Agriculture,		
4	Food and		
5	Markets	\$134,466	\$141,727
6	(C) Financial		
7	Regulation	\$125,706	\$132,494
8	(D) Buildings and		
9	General Services	\$125,706	\$132,494
10	(E) Children and		
11	Families	\$125,706	\$132,494
12	(F) Commerce and		
13	Community		
14	Development	\$134,466	\$141,727
15	(G) Corrections	\$125,706	\$132,494
16	(H) Defender		
17	General	\$125,706	\$132,494
18	(I) Disabilities,		
19	Aging, and		
20	Independent		
21	Living	\$125,706	\$132,494
22	(J) Economic		
23	Development	\$114,031	\$120,189

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

1	(Z) Military	\$125,706	\$132,494
2	(AA) Motor		
3	Vehicles	\$114,031	\$120,189
4	(BB) Natural		
5	Resources	\$134,466	\$141,727
6	(CC) Land Use Review		
7	Board Chair	\$114,031	\$120,189
8	(DD) Public Safety	\$125,706	\$132,494
9	(EE) Public Service	\$125,706	\$132,494
10	(FF) Taxes	\$125,706	\$132,494
11	(GG) Tourism and		
12	Marketing	\$114,031	\$120,189
13	(HH) Transportation	\$134,466	\$141,727
14	(I) Vermont Health		
15	Access	\$125,706	\$132,494
16	(JJ) Veterans' Home	\$125,706	\$132,494
17		<u>Base</u>	<u>Base</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>(A) Administration</u>	<u>\$147,254</u>	<u>\$150,199</u>
23	<u>(B) Agriculture,</u>		

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

1	<u>(M) Finance and</u>			
2	<u>Management</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
3	<u>(N) Fish and</u>			
4	<u>Wildlife</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
5	<u>(O) Forests, Parks</u>			
6	<u>and Recreation</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
7	<u>(P) Health</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
8	<u>(Q) Housing and</u>			
9	<u>Community</u>			
10	<u>Development</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
11	<u>(R) Human</u>			
12	<u>Resources</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
13	<u>(S) Human Services</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
14	<u>(T) Digital Services</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
15	<u>(U) Labor</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
16	<u>(V) Libraries</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
17	<u>(W) Liquor and</u>			
18	<u>Lottery</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
19	<u>(X) [Repealed.]</u>			
20	<u>(Y) Mental Health</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
21	<u>(Z) Military</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
22	<u>(AA) Motor</u>			
23	<u>Vehicles</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>

1	<u>(BB) Natural</u>			
2	<u>Resources</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
3	<u>(CC) Land Use Review</u>			
4	<u>Board Chair</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
5	<u>(DD) Public Safety</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
6	<u>(EE) Public Service</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
7	<u>(FF) Taxes</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
8	<u>(GG) Tourism and</u>			
9	<u>Marketing</u>	<u>\$124,876</u>	<u>\$127,374</u>	<u>\$133,615</u>
10	<u>(HH) Transportation</u>	<u>\$147,254</u>	<u>\$150,199</u>	<u>\$157,559</u>
11	<u>(II) Vermont Health</u>			
12	<u>Access</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>
13	<u>(JJ) Veterans' Home</u>	<u>\$137,661</u>	<u>\$140,414</u>	<u>\$147,294</u>

14 (2) [Repealed.]

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

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

21 * * *

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. F.104 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:

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14,	July 13,
	2024	2025
16 (1) Chief Justice of		
17 Supreme Court	\$214,024	\$225,581
18 (2) Each Associate		
19 Justice	\$204,264	\$215,294
20 (3) Chief Superior		
21 Judge	\$204,264	\$215,294
22 (4) Each Superior		
23 Judge	\$194,185	\$204,671

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

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(7) Each Judicial

Bureau hearing

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

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

§ 1141. ASSISTANT JUDGES

(a)(1) Each assistant judge of the Superior Court shall be entitled to receive compensation in the amount of ~~\$224.47 a day as of July 14, 2024 and \$236.59 a day as of July 13, 2025~~ \$245.82 a day as of July 12, 2026, \$250.74 a day as of January 10, 2027, and \$263.03 a day as of July 11, 2027, for time spent in the performance of official duties and necessary expenses as allowed to classified State employees. Compensation under this section shall be based on a two-hour minimum and hourly thereafter.

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

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

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

1 Sec. F.106 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:

	Annual	Annual	
	Salary	Salary	
	as of	as of	
	July 14,	July 13,	
	2024	2025	
6			
7			
8			
9			
10			
11	(1) Addison	\$76,555	\$80,689
12	(2) Bennington	\$96,776	\$102,002
13	(3) Caledonia	\$67,891	\$71,557
14	(4) Chittenden	\$161,506	\$170,227
15	(5) Essex	\$18,966	\$19,990
16	(6) Franklin	\$76,555	\$80,689
17	(7) Grand Isle	\$18,966	\$19,990
18	(8) Lamoille	\$53,443	\$56,329
19	(9) Orange	\$63,554	\$66,986
20	(10) Orleans	\$62,110	\$65,464
21	(11) Rutland	\$137,221	\$144,631
22	(12) Washington	\$105,441	\$111,135

1	(13) Windham	\$85,221	\$89,823
2	(14) Windsor	\$115,555	\$121,795
3		<u>Annual</u>	<u>Annual</u>
4		<u>Salary</u>	<u>Salary</u>
5		<u>as of</u>	<u>as of</u>
6		<u>July 12,</u>	<u>January 10,</u>
7		<u>2026</u>	<u>2027</u>
8	<u>(1) Addison</u>	<u>\$83,836</u>	<u>\$85,513</u>
9	<u>(2) Bennington</u>	<u>\$105,980</u>	<u>\$108,100</u>
10	<u>(3) Caledonia</u>	<u>\$74,348</u>	<u>\$75,835</u>
11	<u>(4) Chittenden</u>	<u>\$176,866</u>	<u>\$180,403</u>
12	<u>(5) Essex</u>	<u>\$20,770</u>	<u>\$21,185</u>
13	<u>(6) Franklin</u>	<u>\$83,836</u>	<u>\$85,513</u>
14	<u>(7) Grand Isle</u>	<u>\$20,770</u>	<u>\$21,185</u>
15	<u>(8) Lamoille</u>	<u>\$58,526</u>	<u>\$59,697</u>
16	<u>(9) Orange</u>	<u>\$69,598</u>	<u>\$70,990</u>
17	<u>(10) Orleans</u>	<u>\$68,017</u>	<u>\$69,377</u>
18	<u>(11) Rutland</u>	<u>\$150,272</u>	<u>\$153,277</u>
19	<u>(12) Washington</u>	<u>\$115,469</u>	<u>\$117,778</u>
20	<u>(13) Windham</u>	<u>\$93,326</u>	<u>\$95,193</u>
21	<u>(14) Windsor</u>	<u>\$126,545</u>	<u>\$129,076</u>

22 (b) Probate judges shall be entitled to be paid by the State for their actual
 23 and necessary expenses under the rules pertaining to classified State

1 employees. The compensation for the Probate judge of the Chittenden District
2 shall be for full-time service.

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

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

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

8 § 1182. SHERIFFS

9 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
10 salaries in the amount of ~~\$104,010.00 as of July 14, 2024 and \$109,627.00 as~~
11 ~~of July 13, 2025~~ \$113,902.00 as of July 12, 2026, \$116,180.00 as of January
12 10, 2027, and \$122,873.00 as of July 11, 2027. The Sheriff of Chittenden
13 County shall be entitled to an annual salary in the amount of ~~\$110,070.00 as of~~
14 ~~July 14, 2024 and \$116,014.00 as of July 13, 2025~~ \$120,539.00 as of July 12,
15 2026, \$122,950.00 as of January 10, 2027, and \$128,975.00 as of July 11,
16 2027.

17 (b) Compensation under subsection (a) of this section shall be reduced by
18 10 percent for any sheriff who has Level II but not obtained Level III law
19 enforcement officer certification under 20 V.S.A. § 2358.

20 * * *

21 * * * State's Attorneys; Statutory Salaries; Fiscal Years 2027 and 2028 * * *

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

23 § 1183. STATE'S ATTORNEYS

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

	Annual	Annual
	Salary	Salary
	as of	as of
	July 14,	July 13,
	2024	2025
3		
4		
5		
6		
7		
8	(1) Addison County	\$140,691
9	(2) Bennington	\$148,288
10	County	\$140,691
11	(3) Caledonia County	\$140,691
12	(4) Chittenden County	\$147,087
13	(5) Essex County	\$105,521
14	(6) Franklin County	\$140,691
15	(7) Grand Isle County	\$105,521
16	(8) Lamoille County	\$140,691
17	(9) Orange County	\$140,691
18	(10) Orleans County	\$140,691
19	(11) Rutland County	\$140,691
20	(12) Washington	\$148,288
21	County	\$140,691
22	(13) Windham County	\$140,691
23	(14) Windsor County	\$140,691

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

22 (b) In settlement of their accounts, the Commissioner of Finance and
23 Management shall allow the State's Attorneys the expense of printing briefs in

1 cases in which the State's Attorney has represented the State and their
2 necessary and actual expenses under the rules pertaining to classified State
3 employees.

4 * * * Appropriations * * *

5 Sec. F.109 PAY ACT APPROPRIATIONS; FISCAL YEARS 2027 AND
6 2028

7 (a) Executive Branch. The first and second years of the two-year
8 agreements between the State of Vermont and the Vermont State Employees'
9 Association for the Defender General, Non-Management, Supervisory, and
10 Corrections bargaining units, and, for the purpose of appropriation, the State's
11 Attorneys' offices bargaining unit, for the period of July 1, 2026, through June
12 30, 2028; the collective bargaining agreement with the Vermont Troopers'
13 Association for the period of July 1, 2026, through June 30, 2028; and salary
14 increases for employees in the Executive Branch not covered by the bargaining
15 agreements shall be funded as follows:

16 (1) Fiscal year 2027.

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

21 (B) Transportation Fund. The amount of \$3,000,000.00 is
22 appropriated from the Transportation Fund to the Secretary of Administration
23 for distribution to the Agency of Transportation and the Department of Public

1 Safety to fund the fiscal year 2027 collective bargaining agreements and the
2 requirements of this act.

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

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

14 (2) Fiscal year 2028.

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

19 (B) Transportation Fund. The amount of \$3,000,000.00 is
20 appropriated from the Transportation Fund to the Secretary of Administration
21 for distribution to the Agency of Transportation and the Department of Public
22 Safety to fund the fiscal year 2028 collective bargaining agreements and the
23 requirements of this act.

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

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

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

14 (b) Judicial Branch.

15 (1) The Chief Justice of the Vermont Supreme Court may extend the
16 provisions of the Judiciary's collective bargaining agreement to Judiciary
17 employees who are not covered by the bargaining agreement.

18 (2) Fiscal year 2027. The first year of the two-year agreements between
19 the State of Vermont and the Vermont State Employees' Association for the
20 judicial bargaining unit for the period of July 1, 2026, through June 30, 2027,
21 and salary increases for employees in the Judicial Branch not covered by the
22 bargaining agreements shall be funded as follows: the amount of
23 \$3,800,867.00 is appropriated from the General Fund and the amount of

1 \$277,316.00 is provided from other sources to the Judiciary to fund the fiscal
2 year 2027 collective bargaining 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
8 \$2,466,396.00 is appropriated from the General Fund and the amount of
9 \$179,952.00 is provided from other sources to the Judiciary to fund the fiscal
10 year 2028 collective bargaining 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 \$914,634.00 is appropriated from the General Fund to
15 the 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 \$778,939.00 is appropriated from the General Fund to
19 the Legislative Branch.

20 Eighth: By striking out Sec. F.100, effective dates, in its entirety and
21 inserting in lieu thereof a new section to be Sec. G.100 to read as follows:

22 Sec. G.100 EFFECTIVE DATES

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

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

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

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

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