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H.928

Introduced by Committee on Government Operations

Date:

Subject: Executive, Legislative, and Judicial Branches; State employees;
compensation increases; funding

Statement of purpose of bill as introduced: This bill proposes to:

- (1) authorize compensation increases for exempt employees in the Executive Branch;
- (2) adjust the compensation for certain statutory State and county officers; and
- (3) provide appropriations to fund compensation increases in the Executive, Judicial, and Legislative Branches.

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

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

~~*** Executive Branch; Exempt Employees; Fiscal Years 2019 and 2020 ***~~

~~Sec. 1. EXECUTIVE BRANCH; EXEMPT EMPLOYEES; PERMITTED
SALARY INCREASES; FISCAL YEARS 2019 AND 2020~~

~~(a) Exempt employees in the Executive Branch may receive salary increases not to exceed.~~

1 (1) In Fiscal Year 2019:

2 (A) 1.9 percent beginning on July 8, 2018; and

3 (B) 1.35 percent beginning on January 6, 2019.

4 (2) In Fiscal Year 2020:

5 (A) 1.9 percent beginning on July 7, 2019; and

6 (B) 1.35 percent beginning on January 5, 2020.

7 (b) The permitted increases set forth in subsection (a) of this section are
8 consistent with the collective bargaining agreement between the State and the
9 Vermont State Employees' Association for classified employees in the
10 Executive Branch, which provides for a 1.9 percent step increase in July 2018
11 and 2019 and a 1.35 percent across-the-board increase in January 2019 and
12 2020, resulting in an overall budgetary impact of 2.575 percent in Fiscal Year
13 2019 and of 3.25 percent in Fiscal Year 2020.

14 Sec. 2. EXECUTIVE BRANCH; EXEMPT AGENCY AND DEPARTMENT
15 HEADS, DEPUTIES, AND EXECUTIVE ASSISTANTS; ANNUAL
16 SALARY ADJUSTMENT AND SPECIAL SALARY INCREASE
17 OR BONUS

18 For purposes of determining annual salary adjustments, special salary
19 increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), "the total rate
20 of adjustment available to classified employees under the collective bargaining
21 agreement" shall be the fiscal equivalent of compensation increases provided

1 in the collective bargaining agreement, which is as follows:

2 (1) In Fiscal Year 2019, 2.575 percent.

3 (2) In Fiscal Year 2020, 3.25 percent.

4 * * Executive Branch; Miscellaneous Statutory Salaries;

5 Fiscal Year 2019 * * *

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

7 § 1003. STATE OFFICERS

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

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January 6,</u>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
15 Governor	\$166,060	\$172,619	\$175,899	\$178,274
16 Lieutenant Governor	70,490	73,274	74,666	75,674
17 Secretary of State	105,297	109,456	111,536	113,042
18 State Treasurer	105,297	109,456	111,536	113,042
19 Auditor of Accounts	105,297	109,456	111,536	113,042
20 Attorney General	126,055	131,034	133,524	135,327

21 (b) The Governor may appoint each officer of the Executive Branch listed

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

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

18	Base	Base	<u>Base</u>	<u>Base</u>
19	Salary	Salary	<u>Salary</u>	<u>Salary</u>
20	as of	as of	<u>as of</u>	<u>as of</u>
21	July 10,	July 09,	<u>July 8,</u>	<u>January</u>

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
(A) Administration	\$100,416	\$104,382	<u>\$106,365</u>	<u>\$107,801</u>
(B) Agriculture, Food and Markets	100,416	104,382	106,365	107,801
(C) Financial Regulation	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(D) Buildings and General Services	93,874	97,582	99,436	100,778
(E) Children and Families	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(F) Commerce and Community Development	100,416	104,382	106,365	107,801
(G) Corrections	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(H) Defender General	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(I) Disabilities, Aging, and Independent Living	93,874	97,582	99,436	100,778
(J) Economic Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(K) Education	100,416	104,382	<u>106,365</u>	<u>107,801</u>
(L) Environmental Conservation	93,874	97,582	99,436	100,778
(M) Finance and Management	93,874	97,582	99,436	100,778

1	(N) Fish and Wildlife	85,154	88,518	90,200	91,418
2	(O) Forests, Parks and				
3	Recreation	85,154	88,518	<u>90,200</u>	<u>91,418</u>
4	(P) Health	93,874	97,582	<u>99,436</u>	<u>100,778</u>
5	(Q) Housing and Community				
6	Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
7	(R) Human Resources	93,874	97,582	<u>99,436</u>	<u>100,778</u>
8	(S) Human Services	100,416	104,382	<u>106,365</u>	<u>107,801</u>
9	(T) Information and				
10	Innovation				
11	<u>Digital Services</u>	93,874	97,582	<u>106,365</u>	<u>107,801</u>
12	(U) Labor	93,874	97,582	<u>99,436</u>	<u>100,778</u>
13	(V) Libraries	85,154	88,518	<u>90,200</u>	<u>91,418</u>
14	(W) Liquor Control	85,154	88,518	<u>90,200</u>	<u>91,418</u>
15	(X) Lottery	85,154	88,518	<u>90,200</u>	<u>91,418</u>
16	(Y) Mental Health	93,874	97,582	<u>99,436</u>	<u>100,778</u>
17	(Z) Military	93,874	97,582	<u>99,436</u>	<u>100,778</u>
18	(AA) Motor Vehicles	85,154	88,518	<u>90,200</u>	<u>91,418</u>
19	(BB) Natural Resources	100,416	104,382	<u>106,365</u>	<u>107,801</u>
20	(CC) Natural Resources Board				
21	Chairperson Chair	85,154	88,518	<u>90,200</u>	<u>91,418</u>

1	(DD) Public Safety	93,874	97,582	<u>99,436</u>	<u>100,778</u>
2	(EE) Public Service	93,874	97,582	<u>99,436</u>	<u>100,778</u>
3	(FF) Taxes	93,874	97,582	<u>99,436</u>	<u>100,778</u>
4	(GG) Tourism and				
5	Marketing	85,154	88,518	<u>90,200</u>	<u>91,418</u>
6	(HH) Transportation	100,416	104,382	<u>106,365</u>	<u>107,801</u>
7	(II) Vermont Health Access	93,874	97,582	<u>99,436</u>	<u>100,778</u>
8	(JJ) Veterans' Home	93,874	97,582	<u>99,436</u>	<u>100,778</u>

9 (2) The Secretary of Administration may include the Director of the
10 Office of Professional Regulation in any pay plans that may be established
11 under the authority of subsection 1020(c) of this title, provided the minimum
12 hiring rate does not fall below a base salary, as of July 10, 2016, of \$72,192.00
13 and as of July 09, 2017, of \$75,044.00 July 8, 2018 of \$76,470.00 and as of
14 January 6, 2019 of \$77,502.00.

15 (3) If the Chair of the Natural Resources 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

~~*** Executive Branch: Miscellaneous Statutory Salaries:~~

Fiscal Year 2020 ***

Sec. 4. 32 V.S.A. § 1003 is amended to read:

§ 1003. STATE OFFICERS

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

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 2,</u> <u>2018</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 6,</u> <u>2019</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 7,</u> <u>2019</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 5,</u> <u>2020</u>
Governor	\$175,899	\$178,274	\$181,661	\$184,113
Lieutenant Governor	74,666	75,671	77,112	78,153
Secretary of State	111,536	113,042	115,190	116,745
State Treasurer	111,536	113,042	115,190	116,745
Auditor of Accounts	111,536	113,042	115,190	116,745
Attorney General	133,524	135,327	137,898	139,760

~~(b) The Governor may appoint each officer of the Executive Branch listed~~

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

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

18	Base	Base	Base	Base
19	Salary	Salary	Salary	Salary
20				
21	<u>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>

	July 8,	January 6,	July 7,	January
	2018	2019	<u>2019</u>	<u>2020</u>
<u>5,</u>				
(A) Administration	\$106,365	\$107,801	<u>\$109,849</u>	<u>\$111,332</u>
(B) Agriculture,				
Food and Markets	106,365	107,801	<u>109,849</u>	<u>111,332</u>
(C) Financial Regulation	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(D) Buildings and General				
Services	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(E) Children and Families	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(F) Commerce and Community				
Development	106,365	107,801	<u>109,849</u>	<u>111,332</u>
(G) Corrections	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(H) Defender General	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(I) Disabilities, Aging, and				
Independent Living	99,436	100,778	<u>102,693</u>	<u>104,079</u>
(J) Economic Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
(K) Education	106,365	107,801	<u>109,849</u>	<u>111,332</u>
(L) Environmental				

1	Conservation	99,436	100,778	102,693	104,079
2	(M) Finance and				
3	Management	99,436	100,778	<u>102,693</u>	<u>104,079</u>
4	(N) Fish and Wildlife	90,200	91,418	<u>93,155</u>	<u>94,413</u>
5	(O) Forests, Parks and				
6	Recreation	90,200	91,418	<u>93,155</u>	<u>94,413</u>
7	(P) Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
8	(Q) Housing and Community				
9	Development	90,200	91,418	<u>93,155</u>	<u>94,413</u>
10	(R) Human Resources	99,436	100,778	<u>102,693</u>	<u>104,079</u>
11	(S) Human Services	106,365	107,801	<u>109,849</u>	<u>111,332</u>
12	(T) Digital Services	106,365	107,801	<u>109,849</u>	<u>111,332</u>
13					
14	(U) Labor	99,436	100,778	<u>102,693</u>	<u>104,079</u>
15	(V) Libraries	90,200	91,418	<u>93,155</u>	<u>94,413</u>
16	(W) Liquor Control	90,200	91,418	<u>93,155</u>	<u>94,413</u>
17	(X) Lottery	90,200	91,418	<u>93,155</u>	<u>94,413</u>
18	(Y) Mental Health	99,436	100,778	<u>102,693</u>	<u>104,079</u>
19	(Z) Military	99,436	100,778	<u>102,693</u>	<u>104,079</u>
20	(AA) Motor Vehicles	90,200	91,418	<u>93,155</u>	<u>94,413</u>
21	(BB) Natural Resources	106,365	107,801	<u>109,849</u>	<u>111,332</u>

1	(CC) Natural Resources Board				
2	Chair	90,200	91,418	<u>93,155</u>	<u>94,413</u>
3	(DD) Public Safety	99,436	100,778	<u>102,693</u>	<u>104,079</u>
4	(EE) Public Service	99,436	100,778	<u>102,693</u>	<u>104,079</u>
5	(FF) Taxes	99,436	100,778	<u>102,693</u>	<u>104,079</u>
6	(GG) Tourism and				
7	Marketing	90,200	91,418	<u>93,155</u>	<u>94,413</u>
8	(HH) Transportation	106,365	107,801	<u>109,849</u>	<u>111,332</u>
9					
10	(II) Vermont Health Access	99,436	100,778	<u>102,693</u>	<u>104,079</u>
11	(JJ) Veterans' Home	99,436	100,778	<u>102,693</u>	<u>104,079</u>

12 (2) The Secretary of Administration may include the Director of the
13 Office of Professional Regulation in any pay plans that may be established
14 under the authority of subsection 1020(c) of this title, provided the minimum
15 hiring rate does not fall below a base salary, as of ~~July 1, 2018, of \$76,470.00~~
16 ~~and as of January 6, 2019, of \$77,502.00~~ July 7, 2019 of \$78,975.00 and as of
17 January 5, 2020 of \$80,041.00.

18 (3) If the Chair of the Natural Resources Board is employed on less than
19 a full-time basis, the hiring and salary maximums for that position shall be
20 reduced proportionately.

21 ~~(4) When a permanent employee is appointed to an exempt position, the~~

1 ~~Governor may authorize such employee to retain the present salary even~~
2 ~~though it is in excess of any salary maximum provided in statute.~~

3 * * *

4 * * * Judicial Branch; Statutory Salaries; Fiscal Year 2019 * * *

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

6 (c) The officers of the Judicial Branch named below shall be entitled to
7 annual salaries as follows:

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January 6,</u>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
13 (1) Chief Justice of Supreme	\$159,827	\$166,140	<u>\$169,297</u>	<u>\$171,583</u>
14 Court				
15 (2) Each Associate Justice	152,538	158,563	<u>161,576</u>	<u>163,757</u>
16 (3) Administrative judge	152,538	158,563	<u>161,576</u>	<u>163,757</u>
17 (4) Each Superior judge	145,011	150,739	<u>153,603</u>	<u>155,677</u>
18 (5) [Repealed.]				
19 (6) Each magistrate	109,337	113,656	<u>115,815</u>	<u>117,379</u>
20 (7) Each Judicial Bureau	109,337	113,656	<u>115,815</u>	<u>117,379</u>
21 hearing officer				

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

2 § 1141. ASSISTANT JUDGES

3 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
4 compensation in the amount of ~~\$167.63 a day as of July 10, 2016 and \$174.25~~
5 ~~a day as of July 09, 2017~~ \$177.56 a day as of July 8, 2018 and \$179.96 a day
6 as of January 6, 2019 for time spent in the performance of official duties and
7 necessary expenses as allowed to classified State employees. Compensation
8 under this section shall be based on a two-hour minimum and hourly
9 thereafter.

10 * * *

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

12 § 1142. PROBATE JUDGES

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

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January 6,</u>
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
21 (1) Addison	\$57,109	\$59,427	<u>\$60,556</u>	<u>\$61,374</u>

1	(2) Bennington	72,271	75,126	<u>76,553</u>	<u>77,586</u>
2	(3) Caledonia	50,698	52,701	<u>53,702</u>	<u>54,427</u>
3	(4) Chittenden	120,608	125,372	<u>127,754</u>	<u>129,479</u>
4	(5) Essex	14,163	14,722	<u>15,002</u>	<u>15,205</u>
5	(6) Franklin	57,169	59,427	<u>60,556</u>	<u>61,374</u>
6	(7) Grand Isle	14,163	14,722	<u>15,002</u>	<u>15,205</u>
7	(8) Lamoille	39,911	41,487	<u>42,275</u>	<u>42,846</u>
8	(9) Orange	47,460	49,335	<u>50,272</u>	<u>50,951</u>
9	(10) Orleans	48,383	48,215	<u>49,131</u>	<u>49,794</u>
10	(11) Rutland	102,473	106,521	<u>108,545</u>	<u>110,010</u>
11	(12) Washington	78,741	81,851	<u>83,406</u>	<u>84,532</u>
12	(13) Windham	63,641	66,155	<u>67,412</u>	<u>68,322</u>
13	(14) Windsor	86,293	89,702	<u>91,406</u>	<u>92,640</u>

* * *

* * * Judicial Branch; Statutory Salaries; Fiscal Year 2020 * * *

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

(c) The officers of the Judicial Branch named below shall be entitled to annual salaries as follows:

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>

	July 8, 2018	January 6, 2019	July 7, 2019	January 5, 2020
(1) Chief Justice of Supreme Court	\$169,297	\$171,583	<u>\$174,843</u>	<u>\$177,203</u>
(2) Each Associate Justice	161,576	163,757	<u>166,868</u>	<u>169,121</u>
(3) Administrative judge	161,576	163,757	<u>166,868</u>	<u>169,121</u>
(4) Each Superior judge	153,603	155,677	<u>158,635</u>	<u>160,777</u>
(5) [Repealed.]				
(6) Each magistrate	115,815	117,379	<u>119,609</u>	<u>121,224</u>
(7) Each Judicial Bureau hearing officer	115,815	117,379	<u>119,609</u>	<u>121,224</u>

Sec. 9. 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 ~~\$177.56 a day as of July 8, 2018 and \$179.96 a day as of January 6, 2019~~ \$183.38 a day as of July 7, 2019 and \$185.86 a day as of January 5, 2020 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~~

1 thereafter

2 * * *

3 Sec. 10-32 V.S.A. § 1142 is amended to read:

4 § 1142. PROBATE JUDGES

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

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>January 6,</u>	<u>July 7,</u>	<u>January 5,</u>
	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
13 (1) Addison	\$60,556	\$61,374	\$62,540	\$63,384
14 (2) Bennington	76,553	77,585	79,060	80,127
15 (3) Caledonia	53,702	54,427	55,461	56,210
16 (4) Chittenden	127,754	129,479	131,939	133,720
17 (5) Essex	15,002	15,205	15,494	15,703
18				
19 (6) Franklin	60,556	61,374	62,540	63,384
20 (7) Grand Isle	15,002	15,205	15,494	15,703
21 (8) Lamoille	42,275	42,846	43,660	44,249

1	(9) Orange	50,272	50,951	51,919	52,620
2	(10) Orleans	49,131	49,794	<u>50,740</u>	<u>51,425</u>
3	(11) Rutland	108,545	110,010	<u>112,100</u>	<u>113,613</u>
4	(12) Washington	83,406	84,532	<u>86,138</u>	<u>87,301</u>
5	(13) Windham	67,412	68,322	<u>69,620</u>	<u>70,560</u>
6	(14) Windsor	91,406	92,640	<u>94,400</u>	<u>95,674</u>

7 * * *

8 * * * Sheriffs; Statutory Salaries; Fiscal Year 2019 * * *

9 Sec. 11. 32 V.S.A. § 1182 is amended to read:

10 § 1182. SHERIFFS

11 (a) The sheriffs of all counties except Chittenden shall be entitled to
12 receive salaries in the amount of ~~\$77,672.00 as of July 10, 2016 and~~
13 ~~\$80,740.00 as of July 09, 2017~~ \$82,274.00 as of July 8, 2018 and \$83,385.00
14 as of
15 January 6, 2019. The Sheriff of Chittenden County shall be entitled to an
16 annual salary in the amount of ~~\$82,197.00 as of July 10, 2016 and \$85,444.00~~
17 ~~as of July 09, 2017~~ \$87,067.00 as of July 8, 2018 and \$88,242.00 as of
18 January 6, 2019.

19 * * *

20 * * * Sheriffs; Statutory Salaries; Fiscal Year 2020 * * *

21 Sec. 12. 32 V.S.A. § 1182 is amended to read.

~~§ 1182. SHERIFFS~~

~~(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of \$82,274.00 as of July 8, 2018 and \$83,385.00 as of January 6, 2019, \$84,969.00 as of July 7, 2019 and \$86,116.00 as of January 5, 2020. The Sheriff of Chittenden County shall be entitled to an annual salary in the amount of ~~\$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6, 2019~~ \$89,919.00 as of July 7, 2019 and \$91,133.00 as of January 5, 2020.~~

~~* * *~~

~~* * * State's Attorneys; Statutory Salaries; Fiscal Year 2019 * * *~~

~~Sec. 13. 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:~~

	Annual	Annual	<u>Annual</u>	<u>Annual</u>
	Salary	Salary	<u>Salary</u>	<u>Salary</u>
	as of	as of	<u>as of</u>	<u>as of</u>
	July 10,	July 09,	<u>July 8,</u>	<u>January 6,</u>
	2016	2017	<u>2018</u>	<u>2019</u>
(1) Addison County	\$105,064	\$109,214	<u>\$111,289</u>	<u>\$112,791</u>
(2) Bennington County	105,064	109,214	<u>111,289</u>	<u>112,791</u>

1	(3) Caledonia County	105,064	109,214	111,289	112,791
2	(4) Chittenden County	109,841	114,180	<u>116,349</u>	<u>117,920</u>
3	(5) Essex County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
4	(6) Franklin County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
5	(7) Grand Isle County	78,799	81,912	<u>83,468</u>	<u>84,595</u>
6	(8) Lamoille County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
7	(9) Orange County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
8	(10) Orleans County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
9	(11) Rutland County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
10	(12) Washington County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
11	(13) Windham County	105,064	109,214	<u>111,289</u>	<u>112,791</u>
12	(14) Windsor County	105,064	109,214	<u>111,289</u>	<u>112,791</u>

13

* * *

14

* * * State's Attorneys; Statutory Salaries; Fiscal Year 2020 * * *

15

Sec. 14. 32 V.S.A. § 1183 is amended to read:

16

§ 1183. STATE'S ATTORNEYS

17

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

18

follows:

19

Annual Annual Annual Annual

20

Salary Salary Salary Salary

21

as of as of as of as of

	<u>July 8,</u>	<u>January 6,</u>	<u>July 7,</u>	<u>January 5,</u>
	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
(1) Addison County	\$111,289	\$112,791	\$114,934	\$116,486
(2) Bennington County	111,289	112,791	114,934	116,486
(3) Caledonia County	111,289	112,791	114,934	116,486
(4) Chittenden County	116,349	117,920	120,160	121,782
(5) Essex County	83,468	84,595	86,202	87,366
(6) Franklin County	111,289	112,791	114,934	116,486
(7) Grand Isle County	83,468	84,595	86,202	87,366
(8) Lamoille County	111,289	112,791	114,934	116,486
(9) Orange County	111,289	112,791	114,934	116,486
(10) Orleans County	111,289	112,791	114,934	116,486
(11) Rutland County	111,289	112,791	114,934	116,486
(12) Washington County	111,289	112,791	114,934	116,486
(13) Windham County	111,289	112,791	114,934	116,486
(14) Windsor County	111,289	112,791	114,934	116,486

* * *

* * * Appropriations * * *

Sec. 15. PAY ACT APPROPRIATIONS

(a) Executive Branch. The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the Defender

1 ~~General, nonmanagement, supervisory, and corrections bargaining units for the~~
2 ~~period of July 1, 2018 through June 30, 2020; the collective bargaining~~
3 ~~agreement with the Vermont Troopers' Association for the period of July 1,~~
4 ~~2018 through June 30, 2020; and salary increases for employees in the~~
5 ~~Executive Branch not covered by the bargaining agreements shall be funded as~~
6 ~~follows:~~

7 ~~(1) Fiscal Year 2019.~~

8 ~~(A) General Fund. The amount of \$6,666,000.00 is appropriated~~
9 ~~from the General Fund to the Secretary of Administration for distribution to~~
10 ~~departments to fund the fiscal year 2019 collective bargaining agreements and~~
11 ~~the requirements of this act.~~

12 ~~(B) Transportation Fund. The amount of \$1,876,000.00 is~~
13 ~~appropriated from the Transportation Fund to the Secretary of Administration~~
14 ~~for distribution to the Agency of Transportation and the Department of Public~~
15 ~~Safety to fund the fiscal year 2019 collective bargaining agreements and the~~
16 ~~requirements of this act.~~

17 ~~(C) Other funds. The Administration shall provide additional~~
18 ~~spending authority to departments through the existing process of excess~~
19 ~~receipts to fund the fiscal year 2019 collective bargaining agreements and the~~
20 ~~requirements of this act. The estimated amounts are \$8,362,000.00 from~~
21 ~~special fund, federal, and other sources.~~

1 ~~(D) Transfers. With due regard to the possible availability of other~~
2 ~~fun~~ds, for fiscal year 2019, the Secretary of Administration may transfer from
3 ~~the various appropriations and various funds and from the receipts of the~~
4 ~~Liquor Control Board such sums as the Secretary may determine to be~~
5 ~~necessary to carry out the purposes of this act to the various agencies~~
6 ~~supported by State funds.~~

7 (2) Fiscal Year 2020.

8 (A) General Fund. The amount of \$8,569,000.00 is appropriated
9 from the General Fund to the Secretary of Administration for distribution to
10 departments to fund the fiscal year 2020 collective bargaining agreements and
11 the requirements of this act.

12 (B) Transportation Fund. The amount of \$2,368,000.00 is
13 appropriated from the Transportation Fund to the Secretary of Administration
14 for distribution to the Agency of Transportation and the Department of Public
15 Safety to fund the fiscal year 2020 collective bargaining agreements and the
16 requirements of this act.

17 (C) Other funds. The administration shall provide additional
18 spending authority to departments through the existing process of excess
19 receipts to fund the fiscal year 2020 collective bargaining agreements and the
20 requirements of this act. The estimated amounts are \$11,308,000.00 from
21 special fund, federal, and other sources.

1 ~~(D) Transfers. With due regard to the possible availability of other~~
2 ~~fund~~s, for fiscal year 2020, the Secretary of Administration may transfer from
3 ~~the various appropriations and various funds and from the receipts of the~~
4 ~~Liquor Control Board such sums as the Secretary may determine to be~~
5 ~~necessary to carry out the purposes of this act to the various agencies~~
6 ~~supported by State funds.~~

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

9 (b) Judicial Branch.

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

13 (2) The two-year agreements between the State of Vermont and the
14 Vermont State Employees' Association for the judicial bargaining unit for the
15 period of July 1, 2018 through June 30, 2020 and salary increases for
16 employees in the Judicial Branch not covered by the bargaining agreements
17 shall be funded as follows:

18 (A) Fiscal Year 2019. The amount of \$810,000.00 is appropriated
19 from the General Fund to the Judiciary to fund the fiscal year 2019 collective
20 bargaining agreement and the requirements of this act.

21 ~~(B) Fiscal Year 2020. The amount of \$1,055,000.00 is appropriated~~

1 ~~from the General Fund to the Judiciary to fund the fiscal year 2020 collective~~
2 ~~bargaining agreement and the requirements of this act.~~

3 ~~(c) Legislative Branch. For the period of July 1, 2018 through~~
4 ~~June 30, 2020, the General Assembly shall be funded as follows:~~

5 ~~(1) Fiscal Year 2019. The amount of \$240,000.00 is appropriated from~~
6 ~~the General Fund to the Legislative Branch.~~

7 ~~(2) Fiscal Year 2020. The amount of \$307,000.00 is appropriated from~~
8 ~~the General Fund to the Legislative Branch.~~

9 * * * Effective Dates * * *

10 Sec. 16. EFFECTIVE DATES

11 ~~This act shall take effect on July 1, 2018, except that the following shall~~
12 ~~take effect on July 1, 2019:~~

13 ~~(1) Sec. 4 (Executive Branch; Miscellaneous Statutory Salaries; Fiscal~~
14 ~~Year 2020);~~

15 ~~(2) Secs. 8–10 (Judicial Branch; Statutory Salaries; Fiscal Year 2020);~~

16 ~~(3) Sec. 12 (Sheriffs; Statutory Salaries; Fiscal Year 2020); and~~

17 ~~(4) Sec. 14 (State's Attorneys; Statutory Salaries; Fiscal Year 2020).~~

~~** * * Executive Branch; Exempt Employees; Fiscal Years 2019 and 2020 * * **~~

~~*Sec. 1. EXECUTIVE BRANCH; EXEMPT EMPLOYEES; PERMITTED*~~
~~*SALARY INCREASES; FISCAL YEARS 2019 AND 2020*~~

~~*(a) Exempt employees in the Executive Branch may receive salary*~~

~~increases not to exceed:~~

~~(1) In Fiscal Year 2019:~~

~~(A)(i) for employees earning an annual salary of up to and including \$90,000.00 as of July 1, 2018, 1.9 percent beginning on July 8, 2018; and~~

~~(ii) for employees earning an annual salary of more than \$90,000.00 as of July 1, 2018, \$1,710.00 beginning on July 8, 2018; and~~

~~(B) 1.35 percent beginning on January 6, 2019.~~

~~(2) In Fiscal Year 2020:~~

~~(A)(i) for employees earning an annual salary of up to and including \$90,000.00 as of July 1, 2019, 1.9 percent beginning on July 7, 2019; and~~

~~(ii) for employees earning an annual salary of more than \$90,000.00 as of July 1, 2019, \$1,710.00 beginning on July 7, 2019; and~~

~~(B) 1.35 percent beginning on January 5, 2020.~~

~~(b)(1) The permitted increases set forth in subsection (a) of this section for employees earning an annual salary of up to and including \$90,000.00 are consistent with the collective bargaining agreement between the State and the Vermont State Employees' Association for classified employees in the Executive Branch, which provides for a 1.9 percent step increase in July 2018 and 2019 and a 1.35 percent across-the-board increase in January 2019 and 2020, resulting in an overall budgetary impact of 2.575 percent in Fiscal Year 2019 and of 3.25 percent in Fiscal Year 2020.~~

~~(2) The permitted increases set forth in subsection (a) of this section for employees earning an annual salary of more than \$90,000.00 are differentiated for the purpose of addressing exponential salary increases of those employees compared to the employees who annually earn \$90,000.00 or less.~~

~~Sec. 2. EXECUTIVE BRANCH; EXEMPT AGENCY AND DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND SPECIAL SALARY INCREASE OR BONUS; EXEMPT EMPLOYEES IN PAY PLANS~~

~~(a) For purposes of determining annual salary adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), “the total rate of adjustment available to classified employees under the collective bargaining agreement” shall be the fiscal equivalent of compensation increases provided in the collective bargaining agreement, which is as follows:~~

~~(1) In Fiscal Year 2019, 2.575 percent.~~

~~(2) In Fiscal Year 2020, 3.25 percent.~~

~~(b) Notwithstanding any provision of this act to the contrary, exempt employees in the Executive Branch who are in a pay plan established pursuant to 32 V.S.A. § 1020(c) may receive salary adjustments not to exceed those available to classified employees provided under the collective bargaining agreement in effect, as set forth in that subsection.~~

~~Executive Branch, Miscellaneous Statutory Salaries,~~

*Fiscal Year 2019 * * **

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

§ 1003. STATE OFFICERS

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

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 10,</i>	<i>July 09,</i>	<i>July 8,</i>	<i>January 6,</i>
	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>
<i>Governor</i>	<i>\$166,060</i>	<i>\$172,619</i>	<i>\$174,329</i>	<i>\$176,682</i>
<i>Lieutenant Governor</i>	<i>70,490</i>	<i>73,274</i>	<i>74,666</i>	<i>75,674</i>
<i>Secretary of State</i>	<i>105,297</i>	<i>109,456</i>	<i>111,166</i>	<i>112,667</i>
<i>State Treasurer</i>	<i>105,297</i>	<i>109,456</i>	<i>111,166</i>	<i>112,667</i>
<i>Auditor of Accounts</i>	<i>105,297</i>	<i>109,456</i>	<i>111,166</i>	<i>112,667</i>
<i>Attorney General</i>	<i>126,055</i>	<i>131,034</i>	<i>132,744</i>	<i>134,536</i>

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

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

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

	<u>Base</u>	<u>Base</u>	<u>Base</u>	<u>Base</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>July 10,</u>	<u>July 09,</u>	<u>July 8,</u>	<u>January</u>
<u>6.</u>				
	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
(A) Administration	\$100,416	\$104,382	\$106,092	\$107,524
(B) Agriculture,				

Food and Markets	100,416	104,382	106,092	107,524
(C) Financial Regulation	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(D) Buildings and General Services	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(E) Children and Families	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(F) Commerce and Community Development	100,416	104,382	<u>106,092</u>	<u>107,524</u>
(G) Corrections	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(H) Defender General	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(I) Disabilities, Aging, and Independent Living	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(J) Economic Development	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(K) Education	100,416	104,382	<u>106,092</u>	<u>107,524</u>
(L) Environmental Conservation	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(M) Finance and Management	93,874	97,582	<u>99,292</u>	<u>100,632</u>
(N) Fish and Wildlife	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(O) Forests, Parks and Recreation	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(P) Health	93,874	97,582	<u>99,292</u>	<u>100,632</u>

(Q) Housing and Community					
	<i>Development</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
(R)	<i>Human Resources</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(S)	<i>Human Services</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
(T)	<i>Information and Innovation</i>				
	<i><u>Digital Services</u></i>	<i>93,874</i>	<i>97,582</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
(U)	<i>Labor</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(V)	<i>Libraries</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
(W)	<i>Liquor Control</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
(X)	<i>Lottery</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
(Y)	<i>Mental Health</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(Z)	<i>Military</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(AA)	<i>Motor Vehicles</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
(BB)	<i>Natural Resources</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,092</u></i>	<i><u>107,524</u></i>
(CC)	<i>Natural Resources Board</i>				
	<i><u>Chairperson Chair</u></i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
(DD)	<i>Public Safety</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(EE)	<i>Public Service</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(FF)	<i>Taxes</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,292</u></i>	<i><u>100,632</u></i>
(GG) Tourism and					

Marketing	85,154	88,518	90,200	91,418
(HH) Transportation	100,416	104,382	106,092	107,524
(II) Vermont Health Access	93,874	97,582	99,292	100,632
(JJ) Veterans' Home	93,874	97,582	99,292	100,632

~~(2) The Secretary of Administration may include the Director of the Office of Professional Regulation in any pay plans that may be established under the authority of subsection 1020(c) of this title, provided the minimum hiring rate does not fall below a base salary, as of July 10, 2016, of \$72,192.00 and as of July 09, 2017, of \$75,044.00 July 8, 2018 of \$76,470.00 and as of January 6, 2019 of \$77,502.00.~~

~~(3) If the Chair of the Natural Resources Board is employed on less than a full-time basis, the hiring and salary maximums for that position shall be reduced proportionately.~~

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

~~***~~

~~*** Executive Branch; Miscellaneous Statutory Salaries:~~

~~Fiscal Year 2020 ***~~

~~Sec. 4. 32 V.S.A. § 1003 is amended to read:~~

~~§ 1003. STATE OFFICERS~~

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

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 8,</u> <u>2018</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 6,</u> <u>2019</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 7, January 5,</u> <u>2019</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>2020</u>
<i>Governor</i>	\$174,329	\$176,682	<u>\$178,392</u>	<u>\$180,800</u>
<i>Lieutenant Governor</i>	74,656	75,674	<u>77,112</u>	<u>78,153</u>
<i>Secretary of State</i>	111,166	112,667	<u>114,377</u>	<u>115,921</u>
<i>State Treasurer</i>	111,166	112,667	<u>114,377</u>	<u>115,921</u>
<i>Auditor of Accounts</i>	111,166	112,667	<u>114,377</u>	<u>115,921</u>
<i>Attorney General</i>	132,744	134,536	<u>136,246</u>	<u>138,085</u>

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

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

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

	<u>Base</u>	<u>Base</u>	<u>Base</u>	<u>Base</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>July 8,</u>	<u>January 6,</u>	<u>July 7,</u>	<u>January</u>
<u>5.</u>				
	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
(A) Administration	\$106,092	\$107,324	\$109,234	\$110,709

(B) Agriculture,

Food and Markets ~~106,092~~ ~~107,524~~ 109,234 110,709

~~(C) Financial Regulation~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(D) Buildings and General~~

~~Services~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(E) Children and Families~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(F) Commerce and Community~~

~~Development~~ ~~106,092~~ ~~107,524~~ 109,234 110,709

~~(G) Corrections~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(H) Defender General~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(I) Disabilities, Aging, and~~

~~Independent Living~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(J) Economic Development~~ ~~90,200~~ ~~91,418~~ 93,128 94,385

~~(K) Education~~ ~~106,092~~ ~~107,524~~ 109,234 110,709

~~(L) Environmental~~

~~Conservation~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(M) Finance and~~

~~Management~~ ~~99,292~~ ~~100,632~~ 102,342 103,724

~~(N) Fish and Wildlife~~ ~~90,200~~ ~~91,418~~ 93,128 94,385

(O) Forests, Parks and				
 Recreation	90,200	91,418	93,128	94,385
(P) Health	99,292	100,632	102,342	103,724
(Q) Housing and Community				
 Development	90,200	91,418	93,128	94,385
(R) Human Resources	99,292	100,632	102,342	103,724
(S) Human Services	106,092	107,524	109,234	110,709
(T) Digital Services	106,092	107,524	109,234	110,709
(U) Labor	99,292	100,632	102,342	103,724
(V) Libraries	90,200	91,418	93,128	94,385
(W) Liquor Control	90,200	91,418	93,128	94,385
(X) Lottery	90,200	91,418	93,128	94,385
(Y) Mental Health	99,292	100,632	102,342	103,724
(Z) Military	99,292	100,632	102,342	103,724
(AA) Motor Vehicles	90,200	91,418	93,128	94,385
(BB) Natural Resources	106,092	107,524	109,234	110,709
(CC) Natural Resources Board				
 Chair	90,200	91,418	93,128	94,385
(DD) Public Safety	99,292	100,632	102,342	103,724
(EE) Public Service	99,292	100,632	102,342	103,724

~~(EE) Taxes 90,292 100,632 102,342 103,724~~

~~(GG) Tourism and~~

~~Marketing 90,200 91,418 93,128 94,385~~

~~(HH) Transportation 106,092 107,524 109,234 110,709~~

~~(II) Vermont Health Access 99,292 100,632 102,342 103,724~~

~~(JJ) Veterans Home 99,292 100,632 102,342 103,724~~

~~(2) The Secretary of Administration may include the Director of the Office of Professional Regulation in any pay plans that may be established under the authority of subsection 1020(c) of this title, provided the minimum hiring rate does not fall below a base salary, as of July 8, 2018, of \$76,470.00 and as of January 6, 2019, of \$77,502.00 July 7, 2019 of \$78,975.00 and as of January 5, 2020 of \$80,041.00.~~

~~(3) If the Chair of the Natural Resources Board is employed on less than a full-time basis, the hiring and salary maximums for that position shall be reduced proportionately.~~

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

~~***~~

~~Judicial Branch, Statutory Salaries, Fiscal Year 2019~~

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

~~(c) The officers of the Judicial Branch named below shall be entitled to annual salaries as follows:~~

	Annual	Annual	Annual	Annual
	Salary	Salary	Salary	Salary
	as of	as of	as of	as of
	July 10,	July 09,	July 8,	January
	2016	2017	2018	2019
(1) Chief Justice of Supreme Court	\$159,827	\$166,140	\$167,850	\$170,116
(2) Each Associate Justice	152,538	158,563	160,273	162,437
(3) Administrative judge	152,538	158,563	160,273	162,437
(4) Each Superior judge	145,011	150,739	152,449	154,507
(5) [Repealed.]				
(6) Each magistrate	109,337	113,656	115,366	116,923
(7) Each Judicial Bureau hearing officer	109,337	113,656	115,366	116,923

~~Sec. 6. 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 \$167.63 a day as of July 10, 2016 and
\$174.25 a day as of July 09, 2017 \$177.56 a day as of July 8, 2018 and
\$179.96 a day as of January 6, 2019 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.~~

~~* * *~~

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

~~§ 1142. PROBATE JUDGES~~

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

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 10,</u> <u>2016</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 09,</u> <u>2017</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 8,</u> <u>2018</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 6,</u> <u>2019</u>
(1) Addison	\$57,169	\$59,427	\$60,556	\$61,374
(2) Bennington	72,271	75,126	76,553	77,586
(3) Caledonia	50,698	52,701	53,702	54,427
(4) Chittenden	120,000	123,372	127,082	128,798

(5) Essex	14,163	14,722	15,002	15,205
(6) Franklin	57,169	59,427	<u>60,556</u>	<u>61,374</u>
(7) Grand Isle	14,163	14,722	<u>15,002</u>	<u>15,205</u>
(8) Lamoille	39,911	41,487	<u>42,275</u>	<u>42,846</u>
(9) Orange	47,460	49,335	<u>50,272</u>	<u>50,951</u>
(10) Orleans	46,383	48,215	<u>49,131</u>	<u>49,794</u>
(11) Rutland	102,473	106,521	<u>108,231</u>	<u>109,692</u>
(12) Washington	78,741	81,851	<u>83,406</u>	<u>84,532</u>
(13) Windham	63,641	66,155	<u>67,412</u>	<u>68,322</u>
(14) Windsor	86,293	89,702	<u>91,406</u>	<u>92,640</u>

* * *

* * * *Judicial Branch; Statutory Salaries; Fiscal Year 2020* * * *

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

(c) *The officers of the Judicial Branch named below shall be entitled to annual salaries as follows:*

<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
<i>July 8,</i>	<i>January 6,</i>	<i>July 7,</i>	<i>January 5,</i>
<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>

(1) Chief Justice of Supreme	\$167,830	\$170,110	<u>\$171,820</u>	<u>\$174,140</u>
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Court

<i>(2) Each Associate Justice</i>	<i>160,273</i>	<i>162,437</i>	<i><u>164,147</u></i>	<i><u>166,363</u></i>
<i>(3) Administrative judge</i>	<i>160,273</i>	<i>162,437</i>	<i><u>164,147</u></i>	<i><u>166,363</u></i>
<i>(4) Each Superior judge</i>	<i>152,449</i>	<i>154,507</i>	<i><u>156,217</u></i>	<i><u>158,326</u></i>
<i>(5) [Repealed.]</i>				
<i>(6) Each magistrate</i>	<i>115,366</i>	<i>116,923</i>	<i><u>118,633</u></i>	<i><u>120,235</u></i>
<i>(7) Each Judicial Bureau</i>	<i>115,366</i>	<i>116,923</i>	<i><u>118,633</u></i>	<i><u>120,235</u></i>

hearing officer

Sec. 9. 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 ~~\$177.56 a day as of July 8, 2018 and \$179.96 a day as of January 6, 2019~~ \$183.38 a day as of July 7, 2019 and \$185.86 a day as of January 5, 2020 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.

** * **

Sec. 10. 32 V.S.A. § 1142 is amended to read.

~~§ 1142. PROBATE JUDGES.~~

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

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8,</i>	<i>January 6,</i>	<i>July 7,</i>	<i>January 5,</i>
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
<i>(1) Addison</i>	\$60,556	\$61,374	<u>\$62,540</u>	<u>\$63,384</u>
<i>(2) Bennington</i>	76,553	77,586	<u>79,060</u>	<u>80,127</u>
<i>(3) Caledonia</i>	53,702	54,427	<u>55,461</u>	<u>56,210</u>
<i>(4) Chittenden</i>	127,082	128,798	<u>130,508</u>	<u>132,270</u>
<i>(5) Essex</i>	15,002	15,205	<u>15,494</u>	<u>15,703</u>
<i>(6) Franklin</i>	60,556	61,374	<u>62,540</u>	<u>63,384</u>
<i>(7) Grand Isle</i>	15,002	15,205	<u>15,494</u>	<u>15,703</u>
<i>(8) Lamoille</i>	42,275	42,846	<u>43,660</u>	<u>44,249</u>
<i>(9) Orange</i>	50,272	50,951	<u>51,919</u>	<u>52,620</u>
<i>(10) Orleans</i>	49,131	49,794	<u>50,740</u>	<u>51,425</u>
<i>(11) Rutland</i>	108,231	109,692	<u>111,402</u>	<u>112,900</u>

(12) Washington	83,406	84,532	86,138	87,301
(13) Windham	67,412	68,322	69,620	70,560
(14) Windsor	91,406	92,640	94,350	95,624

* * *

* * * Sheriffs; Statutory Salaries; Fiscal Year 2019 * * *

Sec. 11. 32 V.S.A. § 1182 is amended to read:

§ 1182. SHERIFFS

(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of ~~\$77,672.00 as of July 10, 2016 and \$80,740.00 as of July 09, 2017~~ \$82,274.00 as of July 8, 2018 and \$83,385.00 as of January 6, 2019. The Sheriff of Chittenden County shall be entitled to an annual salary in the amount of ~~\$82,197.00 as of July 10, 2016 and \$85,444.00 as of July 09, 2017~~ \$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6, 2019.

* * *

* * * Sheriffs; Statutory Salaries; Fiscal Year 2020 * * *

Sec. 12. 32 V.S.A. § 1182 is amended to read:

§ 1182. SHERIFFS

(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of ~~\$82,274.00 as of July 8, 2018 and \$83,385.00 as of January 6, 2019~~ \$84,969.00 as of July 7, 2019 and \$86,116.00 as of January

~~5. 2020. The Sheriff of Chittenden County shall be entitled to an annual salary in the amount of \$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6, 2019, \$89,919.00 as of July 7, 2019 and \$91,133.00 as of January 5, 2020.~~

~~***~~

~~*** State's Attorneys; Statutory Salaries; Fiscal Year 2019 ***~~

~~Sec. 13. 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:~~

	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 10,</u> <u>2016</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 09,</u> <u>2017</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>July 8,</u> <u>2018</u>	<u>Annual</u> <u>Salary</u> <u>as of</u> <u>January 6,</u> <u>2019</u>
(1) Addison County	\$105,064	\$109,214	\$110,924	\$112,421
(2) Bennington County	105,064	109,214	110,924	112,421
(3) Caledonia County	105,064	109,214	110,924	112,421
(4) Chittenden County	109,841	114,180	115,890	117,455
(5) Essex County	78,799	81,912	83,468	84,595
(6) Franklin County	105,064	109,214	110,924	112,421
(7) Grand Isle County	78,799	81,912	83,468	84,595

(8) Lamoille County	105,064	109,214	110,924	112,421
(9) Orange County	105,064	109,214	110,924	112,421
(10) Orleans County	105,064	109,214	110,924	112,421
(11) Rutland County	105,064	109,214	110,924	112,421
(12) Washington County	105,064	109,214	110,924	112,421
(13) Windham County	105,064	109,214	110,924	112,421
(14) Windsor County	105,064	109,214	110,924	112,421

* * *

* * * State's Attorneys; Statutory Salaries; Fiscal Year 2020 * * *

Sec. 14. 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:

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>January 6,</u>	<u>July 7,</u>	<u>January 5,</u>
	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
(1) Addison County	\$110,924	\$112,421	\$114,131	\$115,672
(2) Bennington County	110,924	112,421	114,131	115,672
(3) Caledonia County	110,924	112,421	114,131	115,672

(4) Chittenden County	115,800	117,455	119,165	120,774
(5) Essex County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
(6) Franklin County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(7) Grand Isle County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
(8) Lamoille County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(9) Orange County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(10) Orleans County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(11) Rutland County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(12) Washington County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(13) Windham County	110,924	112,421	<u>114,131</u>	<u>115,672</u>
(14) Windsor County	110,924	112,421	<u>114,131</u>	<u>115,672</u>

* * *

* * * Appropriations * * *

Sec. 15. PAY ACT APPROPRIATIONS

(a) Executive Branch. The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the Defender General, nonmanagement, supervisory, and corrections bargaining units for the period of July 1, 2018 through June 30, 2020; the collective bargaining agreement with the Vermont Troopers' Association for the period of July 1, 2018 through June 30, 2020; and salary increases for employees in the Executive Branch not covered by the bargaining agreements shall be funded as

follows:

(1) Fiscal Year 2019.

(A) General Fund. The amount of \$6,636,000.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2019 collective bargaining agreements and the requirements of this act.

(B) Transportation Fund. The amount of \$1,876,000.00 is appropriated from the Transportation Fund to the Secretary of Administration for distribution to the Agency of Transportation and the Department of Public Safety to fund the fiscal year 2019 collective bargaining agreements and the requirements of this act.

(C) Other funds. The Administration shall provide additional spending authority to departments through the existing process of excess receipts to fund the fiscal year 2019 collective bargaining agreements and the requirements of this act. The estimated amounts are \$8,362,000.00 from special fund, federal, and other sources.

(D) Transfers. With due regard to the possible availability of other funds, for fiscal year 2019, the Secretary of Administration may transfer from the various appropriations and various funds and from the receipts of the Liquor Control Board such sums as the Secretary may determine to be necessary to carry out the purposes of this act to the various agencies

supported by State funds.

(2) Fiscal Year 2020.

(A) General Fund. The amount of \$8,539,000.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act.

(B) Transportation Fund. The amount of \$2,368,000.00 is appropriated from the Transportation Fund to the Secretary of Administration for distribution to the Agency of Transportation and the Department of Public Safety to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act.

(C) Other funds. The administration shall provide additional spending authority to departments through the existing process of excess receipts to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act. The estimated amounts are \$11,308,000.00 from special fund, federal, and other sources.

(D) Transfers. With due regard to the possible availability of other funds, for fiscal year 2020, the Secretary of Administration may transfer from the various appropriations and various funds and from the receipts of the Liquor Control Board such sums as the Secretary may determine to be necessary to carry out the purposes of this act to the various agencies

~~supported by State funds.~~

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

~~(b) Judicial Branch.~~

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

~~(2) The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the judicial bargaining unit for the period of July 1, 2018 through June 30, 2020 and salary increases for employees in the Judicial Branch not covered by the bargaining agreements shall be funded as follows:~~

~~(A) Fiscal Year 2019. The amount of \$745,000.00 is appropriated from the General Fund to the Judiciary to fund the fiscal year 2019 collective bargaining agreement and the requirements of this act.~~

~~(B) Fiscal Year 2020. The amount of \$1,025,441.00 is appropriated from the General Fund to the Judiciary to fund the fiscal year 2020 collective bargaining agreement and the requirements of this act.~~

~~(c) Legislative Branch. For the period of July 1, 2018 through June 30, 2020, the General Assembly shall be funded as follows:~~

~~(1) Fiscal Year 2019. The amount of \$256,800.00 is appropriated from~~

~~the General Fund to the Legislative Branch.~~

~~(2) Fiscal Year 2020. The amount of \$303,800.00 is appropriated from the General Fund to the Legislative Branch.~~

~~**** Effective Dates ****~~

~~*Sec. 16. EFFECTIVE DATES*~~

~~This act shall take effect on July 1, 2018, except that the following shall take effect on July 1, 2019:~~

~~(1) Sec. 4 (Executive Branch; Miscellaneous Statutory Salaries; Fiscal Year 2020);~~

~~(2) Secs. 8–10 (Judicial Branch; Statutory Salaries; Fiscal Year 2020);~~

~~(3) Sec. 12 (Sheriffs; Statutory Salaries; Fiscal Year 2020); and~~

~~(4) Sec. 14 (State's Attorneys; Statutory Salaries; Fiscal Year 2020).~~

~~**** Executive Branch; Exempt Employees; Fiscal Years 2019 and 2020 ****~~

~~*Sec. 1. EXECUTIVE BRANCH; EXEMPT EMPLOYEES; PERMITTED*~~

~~*SALARY INCREASES; FISCAL YEARS 2019 AND 2020*~~

~~(a) Exempt employees in the Executive Branch may receive salary increases not to exceed:~~

~~(1) In Fiscal Year 2019:~~

~~(A) 1.9 percent beginning on July 8, 2018; and~~

~~(B) 1.35 percent beginning on January 6, 2019.~~

~~(2) In Fiscal Year 2020:~~

(A) 1.9 percent beginning on July 7, 2019; and

(B) 1.35 percent beginning on January 5, 2020.

(b) The permitted increases set forth in subsection (a) of this section are consistent with the collective bargaining agreement between the State and the Vermont State Employees' Association for classified employees in the Executive Branch, which provides for a 1.9 percent step increase in July 2018 and 2019 and a 1.35 percent across-the-board increase in January 2019 and 2020, resulting in an overall budgetary impact of 2.575 percent in Fiscal Year 2019 and of 3.25 percent in Fiscal Year 2020.

Sec. 2. EXECUTIVE BRANCH; EXEMPT AGENCY AND DEPARTMENT HEADS, DEPUTIES, AND EXECUTIVE ASSISTANTS; ANNUAL SALARY ADJUSTMENT AND SPECIAL SALARY INCREASE OR BONUS

For purposes of determining annual salary adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b) and 1020(b), "the total rate of adjustment available to classified employees under the collective bargaining agreement" shall be the fiscal equivalent of compensation increases provided in the collective bargaining agreement, which is as follows:

(1) In Fiscal Year 2019, 2.575 percent.

(2) In Fiscal Year 2020, 3.25 percent.

** * * Executive Branch; Miscellaneous Statutory Salaries;*

*Fiscal Year 2019 * * **

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

§ 1003. STATE OFFICERS

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

	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
	<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January 6,</u></i>
	<i><u>2016</u></i>	<i><u>2017</u></i>	<i><u>2018</u></i>	<i><u>2019</u></i>
<i>Governor</i>	<i>\$166,060</i>	<i>\$172,619</i>	<i><u>\$175,899</u></i>	<i><u>\$178,274</u></i>
<i>Lieutenant Governor</i>	<i>70,490</i>	<i>73,274</i>	<i><u>74,666</u></i>	<i><u>75,674</u></i>
<i>Secretary of State</i>	<i>105,297</i>	<i>109,456</i>	<i><u>111,536</u></i>	<i><u>113,042</u></i>
<i>State Treasurer</i>	<i>105,297</i>	<i>109,456</i>	<i><u>111,536</u></i>	<i><u>113,042</u></i>
<i>Auditor of Accounts</i>	<i>105,297</i>	<i>109,456</i>	<i><u>111,536</u></i>	<i><u>113,042</u></i>
<i>Attorney General</i>	<i>126,055</i>	<i>131,034</i>	<i><u>133,524</u></i>	<i><u>135,327</u></i>

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

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

(1) Heads of the following Departments and Agencies:

	<i>Base</i>	<i>Base</i>	<i>Base</i>	<i>Base</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 10,</i>	<i>July 09,</i>	<i>July 8,</i>	<i>January 6,</i>
	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>
<i>(A) Administration</i>	<i>\$100,416</i>	<i>\$104,382</i>	<i><u>\$106,365</u></i>	<i><u>\$107,801</u></i>
<i>(B) Agriculture,</i>				
<i>Food and Markets</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,365</u></i>	<i><u>107,801</u></i>

(C) <i>Financial Regulation</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(D) <i>Buildings and General</i>				
<i>Services</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(E) <i>Children and Families</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(F) <i>Commerce and Community</i>				
<i>Development</i>	100,416	104,382	<u>106,365</u>	<u>107,801</u>
(G) <i>Corrections</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(H) <i>Defender General</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(I) <i>Disabilities, Aging, and</i>				
<i>Independent Living</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(J) <i>Economic Development</i>	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(K) <i>Education</i>	100,416	104,382	<u>106,365</u>	<u>107,801</u>
(L) <i>Environmental</i>				
<i>Conservation</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(M) <i>Finance and</i>				
<i>Management</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(N) <i>Fish and Wildlife</i>	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(O) <i>Forests, Parks and</i>				
<i>Recreation</i>	85,154	88,518	<u>90,200</u>	<u>91,418</u>
(P) <i>Health</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
(Q) <i>Housing and Community</i>				

<i>Development</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(R) Human Resources</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(S) Human Services</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,365</u></i>	<i><u>107,801</u></i>
<i>(T) Information and Innovation</i>				
<i><u>Digital Services</u></i>	<i>93,874</i>	<i>97,582</i>	<i><u>106,365</u></i>	<i><u>107,801</u></i>
<i>(U) Labor</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(V) Libraries</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(W) Liquor Control</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(X) Lottery</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(Y) Mental Health</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(Z) Military</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(AA) Motor Vehicles</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(BB) Natural Resources</i>	<i>100,416</i>	<i>104,382</i>	<i><u>106,365</u></i>	<i><u>107,801</u></i>
<i>(CC) Natural Resources Board</i>				
<i>Chairperson <u>Chair</u></i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>
<i>(DD) Public Safety</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(EE) Public Service</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(FF) Taxes</i>	<i>93,874</i>	<i>97,582</i>	<i><u>99,436</u></i>	<i><u>100,778</u></i>
<i>(GG) Tourism and Marketing</i>	<i>85,154</i>	<i>88,518</i>	<i><u>90,200</u></i>	<i><u>91,418</u></i>

<i>(HH) Transportation</i>	100,416	104,382	<u>106,365</u>	<u>107,801</u>
<i>(II) Vermont Health Access</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>
<i>(JJ) Veterans' Home</i>	93,874	97,582	<u>99,436</u>	<u>100,778</u>

(2) The Secretary of Administration may include the Director of the Office of Professional Regulation in any pay plans that may be established under the authority of subsection 1020(c) of this title, provided the minimum hiring rate does not fall below a base salary, as of ~~July 10, 2016, of \$72,192.00 and as of July 09, 2017, of \$75,044.00~~ July 8, 2018 of \$76,470.00 and as of January 6, 2019 of \$77,502.00.

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

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

* * *

** * * Executive Branch; Miscellaneous Statutory Salaries;*

*Fiscal Year 2020 * * **

Sec. 4. 32 V.S.A. § 1003 is amended to read:

§ 1003. STATE OFFICERS

(a) Each elective officer of the Executive Department is entitled to an

annual salary as follows:

	<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>as of</u>	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>January 6,</u>	<u>July 7, January 5,</u>	
	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>
<i>Governor</i>	\$175,899	\$178,274	<u>\$181,661</u>	<u>\$184,113</u>
<i>Lieutenant Governor</i>	74,666	75,674	<u>77,112</u>	<u>78,153</u>
<i>Secretary of State</i>	111,536	113,042	<u>115,190</u>	<u>116,745</u>
<i>State Treasurer</i>	111,536	113,042	<u>115,190</u>	<u>116,745</u>
<i>Auditor of Accounts</i>	111,536	113,042	<u>115,190</u>	<u>116,745</u>
<i>Attorney General</i>	133,524	135,327	<u>137,898</u>	<u>139,760</u>

(b) The Governor may appoint each officer of the Executive Branch listed in this subsection at a starting salary ranging from the base salary stated for that position to a salary that does not exceed the maximum salary unless otherwise authorized by this subsection. The maximum salary for each appointive officer shall be 50 percent above the base salary. Annually, the Governor may grant to each of those officers an annual salary adjustment subject to the maximum salary. The annual salary adjustment granted to officers under this subsection shall not exceed the average of the total rate of adjustment available to classified employees under the collective bargaining

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

(1) Heads of the following Departments and Agencies:

	<i>Base</i>	<i>Base</i>	<i>Base</i>	<i>Base</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8,</i>	<i>January 6,</i>	<i>July 7,</i>	<i>January 5,</i>
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
<i>(A) Administration</i>	\$106,365	\$107,801	<u>\$109,849</u>	<u>\$111,332</u>
<i>(B) Agriculture,</i>				
<i>Food and Markets</i>	106,365	107,801	<u>109,849</u>	<u>111,332</u>
<i>(C) Financial Regulation</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(D) Buildings and General</i>				
<i>Services</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(E) Children and Families</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>

<i>(F) Commerce and Community</i>				
<i>Development</i>	106,365	107,801	<u>109,849</u>	<u>111,332</u>
<i>(G) Corrections</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(H) Defender General</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(I) Disabilities, Aging, and</i>				
<i>Independent Living</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(J) Economic Development</i>	90,200	91,418	<u>93,155</u>	<u>94,413</u>
<i>(K) Education</i>	106,365	107,801	<u>109,849</u>	<u>111,332</u>
<i>(L) Environmental</i>				
<i>Conservation</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(M) Finance and</i>				
<i>Management</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(N) Fish and Wildlife</i>	90,200	91,418	<u>93,155</u>	<u>94,413</u>
<i>(O) Forests, Parks and</i>				
<i>Recreation</i>	90,200	91,418	<u>93,155</u>	<u>94,413</u>
<i>(P) Health</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(Q) Housing and Community</i>				
<i>Development</i>	90,200	91,418	<u>93,155</u>	<u>94,413</u>
<i>(R) Human Resources</i>	99,436	100,778	<u>102,693</u>	<u>104,079</u>
<i>(S) Human Services</i>	106,365	107,801	<u>109,849</u>	<u>111,332</u>
<i>(T) Digital Services</i>	106,365	107,801	<u>109,849</u>	<u>111,332</u>

<i>(U) Labor</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(V) Libraries</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,155</u></i>	<i><u>94,413</u></i>
<i>(W) Liquor Control</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,155</u></i>	<i><u>94,413</u></i>
<i>(X) Lottery</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,155</u></i>	<i><u>94,413</u></i>
<i>(Y) Mental Health</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(Z) Military</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(AA) Motor Vehicles</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,155</u></i>	<i><u>94,413</u></i>
<i>(BB) Natural Resources</i>	<i>106,365</i>	<i>107,801</i>	<i><u>109,849</u></i>	<i><u>111,332</u></i>
<i>(CC) Natural Resources Board</i>				
<i>Chair</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,155</u></i>	<i><u>94,413</u></i>
<i>(DD) Public Safety</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(EE) Public Service</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(FF) Taxes</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(GG) Tourism and</i>				
<i>Marketing</i>	<i>90,200</i>	<i>91,418</i>	<i><u>93,155</u></i>	<i><u>94,413</u></i>
<i>(HH) Transportation</i>	<i>106,365</i>	<i>107,801</i>	<i><u>109,849</u></i>	<i><u>111,332</u></i>
<i>(II) Vermont Health Access</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>
<i>(JJ) Veterans' Home</i>	<i>99,436</i>	<i>100,778</i>	<i><u>102,693</u></i>	<i><u>104,079</u></i>

(2) The Secretary of Administration may include the Director of the Office of Professional Regulation in any pay plans that may be established under the authority of subsection 1020(c) of this title, provided the minimum hiring rate does not fall below a base salary, as of ~~July 8, 2018, of \$76,470.00 and as of January 6, 2019, of \$77,502.00~~ July 7, 2019 of \$78,975.00 and as of January 5, 2020 of \$80,041.00.

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

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

* * *

** * * Judicial Branch; Statutory Salaries; Fiscal Year 2019 * * **

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

(c) The officers of the Judicial Branch named below shall be entitled to annual salaries as follows:

<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>	<i><u>Annual</u></i>
<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>	<i><u>Salary</u></i>
<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>	<i><u>as of</u></i>
<i><u>July 10,</u></i>	<i><u>July 09,</u></i>	<i><u>July 8,</u></i>	<i><u>January</u></i>

6.

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
(1) Chief Justice of Supreme Court	\$159,827	\$166,140	<u>\$169,297</u>	<u>\$171,583</u>
(2) Each Associate Justice	152,538	158,563	<u>161,576</u>	<u>163,757</u>
(3) Administrative judge	152,538	158,563	<u>161,576</u>	<u>163,757</u>
(4) Each Superior judge	145,011	150,739	<u>153,603</u>	<u>155,677</u>
(5) [Repealed.]				
(6) Each magistrate	109,337	113,656	<u>115,815</u>	<u>117,379</u>
(7) Each Judicial Bureau hearing officer	109,337	113,656	<u>115,815</u>	<u>117,379</u>

Sec. 6. 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 ~~\$167.63 a day as of July 10, 2016 and \$174.25 a day as of July 09, 2017~~ \$177.56 a day as of July 8, 2018 and \$179.96 a day as of January 6, 2019 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.

* * *

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

§ 1142. PROBATE JUDGES

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

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 10,</i>	<i>July 09,</i>	<i>July 8,</i>	<i>January 6,</i>
	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>
<i>(1) Addison</i>	<i>\$57,169</i>	<i>\$59,427</i>	<i><u>\$60,556</u></i>	<i><u>\$61,374</u></i>
<i>(2) Bennington</i>	<i>72,271</i>	<i>75,126</i>	<i><u>76,553</u></i>	<i><u>77,586</u></i>
<i>(3) Caledonia</i>	<i>50,698</i>	<i>52,701</i>	<i><u>53,702</u></i>	<i><u>54,427</u></i>
<i>(4) Chittenden</i>	<i>120,608</i>	<i>125,372</i>	<i><u>127,754</u></i>	<i><u>129,479</u></i>
<i>(5) Essex</i>	<i>14,163</i>	<i>14,722</i>	<i><u>15,002</u></i>	<i><u>15,205</u></i>
<i>(6) Franklin</i>	<i>57,169</i>	<i>59,427</i>	<i><u>60,556</u></i>	<i><u>61,374</u></i>
<i>(7) Grand Isle</i>	<i>14,163</i>	<i>14,722</i>	<i><u>15,002</u></i>	<i><u>15,205</u></i>
<i>(8) Lamoille</i>	<i>39,911</i>	<i>41,487</i>	<i><u>42,275</u></i>	<i><u>42,846</u></i>
<i>(9) Orange</i>	<i>47,460</i>	<i>49,335</i>	<i><u>50,272</u></i>	<i><u>50,951</u></i>
<i>(10) Orleans</i>	<i>46,383</i>	<i>48,215</i>	<i><u>49,131</u></i>	<i><u>49,794</u></i>
<i>(11) Rutland</i>	<i>102,473</i>	<i>106,521</i>	<i><u>108,545</u></i>	<i><u>110,010</u></i>

(12) Washington	78,741	81,851	<u>83,406</u>	<u>84,532</u>
(13) Windham	63,641	66,155	<u>67,412</u>	<u>68,322</u>
(14) Windsor	86,293	89,702	<u>91,406</u>	<u>92,640</u>

* * *

* * * *Judicial Branch; Statutory Salaries; Fiscal Year 2020* * * *

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

(c) *The officers of the Judicial Branch named below shall be entitled to annual salaries as follows:*

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8, January 6,</i>	<i>July 7, January 5,</i>	<i>July 7, January 5,</i>	<i>July 7, January 5,</i>
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
(1) Chief Justice of Supreme Court	\$169,297	\$171,583	<u>\$174,843</u>	<u>\$177,203</u>
(2) Each Associate Justice	161,576	163,757	<u>166,868</u>	<u>169,121</u>
(3) Administrative judge	161,576	163,757	<u>166,868</u>	<u>169,121</u>
(4) Each Superior judge	153,603	155,677	<u>158,635</u>	<u>160,777</u>
(5) [Repealed.]				
(6) Each magistrate	115,815	117,379	<u>119,609</u>	<u>121,224</u>
(7) Each Judicial Bureau	115,815	117,379	<u>119,609</u>	<u>121,224</u>

hearing officer

Sec. 9. 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 ~~\$177.56 a day as of July 8, 2018 and \$179.96 a day as of January 6, 2019~~ \$183.38 a day as of July 7, 2019 and \$185.86 a day as of January 5, 2020 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.

** * **

Sec. 10. 32 V.S.A. § 1142 is amended to read:

§ 1142. PROBATE JUDGES

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

<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
<i>July 8,</i>	<i>January 6,</i>	<i>July 7,</i>	<i>January 5,</i>
<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>

(1) Addison	\$60,556	\$61,374	<u>\$62,540</u>	<u>\$63,384</u>
(2) Bennington	76,553	77,586	<u>79,060</u>	<u>80,127</u>
(3) Caledonia	53,702	54,427	<u>55,461</u>	<u>56,210</u>
(4) Chittenden	127,754	129,479	<u>131,939</u>	<u>133,720</u>
(5) Essex	15,002	15,205	<u>15,494</u>	<u>15,703</u>
(6) Franklin	60,556	61,374	<u>62,540</u>	<u>63,384</u>
(7) Grand Isle	15,002	15,205	<u>15,494</u>	<u>15,703</u>
(8) Lamoille	42,275	42,846	<u>43,660</u>	<u>44,249</u>
(9) Orange	50,272	50,951	<u>51,919</u>	<u>52,620</u>
(10) Orleans	49,131	49,794	<u>50,740</u>	<u>51,425</u>
(11) Rutland	108,545	110,010	<u>112,100</u>	<u>113,613</u>
(12) Washington	83,406	84,532	<u>86,138</u>	<u>87,301</u>
(13) Windham	67,412	68,322	<u>69,620</u>	<u>70,560</u>
(14) Windsor	91,406	92,640	<u>94,400</u>	<u>95,674</u>

* * *

* * * Sheriffs; Statutory Salaries; Fiscal Year 2019 * * *

Sec. 11. 32 V.S.A. § 1182 is amended to read:

(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of ~~\$77,672.00 as of July 10, 2016 and \$80,740.00 as of July 09, 2017~~ \$82,274.00 as of July 8, 2018 and \$83,385.00 as of

January 6, 2019. *The Sheriff of Chittenden County shall be entitled to an annual salary in the amount of ~~\$82,197.00 as of July 10, 2016 and \$85,444.00 as of July 09, 2017~~ \$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6, 2019.*

* * *

** * * Sheriffs; Statutory Salaries; Fiscal Year 2020 * * **

Sec. 12. 32 V.S.A. § 1182 is amended to read:

§ 1182. SHERIFFS

(a) The sheriffs of all counties except Chittenden shall be entitled to receive salaries in the amount of ~~\$82,274.00 as of July 8, 2018 and \$83,385.00 as of January 6, 2019~~ \$84,969.00 as of July 7, 2019 and \$86,116.00 as of January 5, 2020. The Sheriff of Chittenden County shall be entitled to an annual salary in the amount of ~~\$87,067.00 as of July 8, 2018 and \$88,242.00 as of January 6, 2019~~ \$89,919.00 as of July 7, 2019 and \$91,133.00 as of January 5, 2020.

* * *

** * * State's Attorneys; Statutory Salaries; Fiscal Year 2019 * * **

Sec. 13. 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:

Annual Annual Annual Annual

	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 10,</i>	<i>July 09,</i>	<i>July 8,</i>	<i>January 6,</i>
	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>
<i>(1) Addison County</i>	<i>\$105,064</i>	<i>\$109,214</i>	<i><u>\$111,289</u></i>	<i><u>\$112,791</u></i>
<i>(2) Bennington County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(3) Caledonia County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(4) Chittenden County</i>	<i>109,841</i>	<i>114,180</i>	<i><u>116,349</u></i>	<i><u>117,920</u></i>
<i>(5) Essex County</i>	<i>78,799</i>	<i>81,912</i>	<i><u>83,468</u></i>	<i><u>84,595</u></i>
<i>(6) Franklin County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(7) Grand Isle County</i>	<i>78,799</i>	<i>81,912</i>	<i><u>83,468</u></i>	<i><u>84,595</u></i>
<i>(8) Lamoille County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(9) Orange County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(10) Orleans County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(11) Rutland County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(12) Washington County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(13) Windham County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>
<i>(14) Windsor County</i>	<i>105,064</i>	<i>109,214</i>	<i><u>111,289</u></i>	<i><u>112,791</u></i>

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* * * *State's Attorneys; Statutory Salaries; Fiscal Year 2020* * * *

Sec. 14. 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:*

	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>	<i>Annual</i>
	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>	<i>Salary</i>
	<i>as of</i>	<i>as of</i>	<i>as of</i>	<i>as of</i>
	<i>July 8,</i>	<i>January 6,</i>	<i>July 7,</i>	<i>January 5,</i>
	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
(1) Addison County	\$111,289	\$112,791	<u>\$114,934</u>	<u>\$116,486</u>
(2) Bennington County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(3) Caledonia County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(4) Chittenden County	116,349	117,920	<u>120,160</u>	<u>121,782</u>
(5) Essex County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
(6) Franklin County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(7) Grand Isle County	83,468	84,595	<u>86,202</u>	<u>87,366</u>
(8) Lamoille County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(9) Orange County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(10) Orleans County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(11) Rutland County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(12) Washington County	111,289	112,791	<u>114,934</u>	<u>116,486</u>
(13) Windham County	111,289	112,791	<u>114,934</u>	<u>116,486</u>

(14) Windsor County ~~111,289~~ ~~112,791~~ 114,934 116,486

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* * * Appropriations * * *

Sec. 15. PAY ACT APPROPRIATIONS

(a) Executive Branch. The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the Defender General, nonmanagement, supervisory, and corrections bargaining units for the period of July 1, 2018 through June 30, 2020; the collective bargaining agreement with the Vermont Troopers' Association for the period of July 1, 2018 through June 30, 2020; and salary increases for employees in the Executive Branch not covered by the bargaining agreements shall be funded as follows:

(1) Fiscal Year 2019.

(A) General Fund. The amount of \$6,666,000.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2019 collective bargaining agreements and the requirements of this act.

(B) Transportation Fund. The amount of \$1,850,000.00 is appropriated from the Transportation Fund to the Secretary of Administration for distribution to the Agency of Transportation and the Department of Public Safety to fund the fiscal year 2019 collective bargaining agreements and the

requirements of this act.

(C) Other funds. The Administration shall provide additional spending authority to departments through the existing process of excess receipts to fund the fiscal year 2019 collective bargaining agreements and the requirements of this act. The estimated amounts are \$8,362,000.00 from special fund, federal, and other sources.

(D) Transfers. With due regard to the possible availability of other funds, for fiscal year 2019, the Secretary of Administration may transfer from the various appropriations and various funds and from the receipts of the Liquor Control Board such sums as the Secretary may determine to be necessary to carry out the purposes of this act to the various agencies supported by State funds.

(2) Fiscal Year 2020.

(A) General Fund. The amount of \$8,569,000.00 is appropriated from the General Fund to the Secretary of Administration for distribution to departments to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act.

(B) Transportation Fund. The amount of \$2,368,000.00 is appropriated from the Transportation Fund to the Secretary of Administration for distribution to the Agency of Transportation and the Department of Public Safety to fund the fiscal year 2020 collective bargaining agreements and the

requirements of this act.

(C) Other funds. The administration shall provide additional spending authority to departments through the existing process of excess receipts to fund the fiscal year 2020 collective bargaining agreements and the requirements of this act. The estimated amounts are \$11,308,000.00 from special fund, federal, and other sources.

(D) Transfers. With due regard to the possible availability of other funds, for fiscal year 2020, the Secretary of Administration may transfer from the various appropriations and various funds and from the receipts of the Liquor Control Board such sums as the Secretary may determine to be necessary to carry out the purposes of this act to the various agencies supported by State funds.

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

(b) Judicial Branch.

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

(2) The two-year agreements between the State of Vermont and the Vermont State Employees' Association for the judicial bargaining unit for the period of July 1, 2018 through June 30, 2020 and salary increases for

employees in the Judicial Branch not covered by the bargaining agreements shall be funded as follows:

(A) Fiscal Year 2019. The amount of \$810,000.00 is appropriated from the General Fund to the Judiciary to fund the fiscal year 2019 collective bargaining agreement and the requirements of this act.

(B) Fiscal Year 2020. The amount of \$1,090,441.00 is appropriated from the General Fund to the Judiciary to fund the fiscal year 2020 collective bargaining agreement and the requirements of this act.

(c) Legislative Branch. For the period of July 1, 2018 through June 30, 2020, the General Assembly shall be funded as follows:

(1) Fiscal Year 2019. The amount of \$240,000.00 is appropriated from the General Fund to the Legislative Branch.

(2) Fiscal Year 2020. The amount of \$307,000.00 is appropriated from the General Fund to the Legislative Branch.

** * * Effective Dates * * **

Sec. 16. EFFECTIVE DATES

This act shall take effect on July 1, 2018, except that the following shall take effect on July 1, 2019:

(1) Sec. 4 (Executive Branch; Miscellaneous Statutory Salaries; Fiscal Year 2020);

(2) Secs. 8–10 (Judicial Branch; Statutory Salaries; Fiscal Year 2020);

(3) Sec. 12 (Sheriffs; Statutory Salaries; Fiscal Year 2020); and

(4) Sec. 14 (State's Attorneys; Statutory Salaries; Fiscal Year 2020).