

1 **PAY ACT LANGUAGE FOR H.740 (FY23-FY24):**

2

3 * * * Collective Bargaining Agreements; Fiscal Years 2023 and 2024 * * *

4 Sec. 1. COLLECTIVE BARGAINING AGREEMENTS; FISCAL YEARS

5 2023 AND 2024

6 (a) Fiscal year 2023. This act fully funds the first year of the collective
7 bargaining agreements between the State and the Vermont State Employees’
8 Association and the State and the Vermont Troopers’ Association for the
9 period of July 1, 2022 through June 30, 2023. The collective bargaining
10 agreements for classified employees provide in fiscal year 2023 an average
11 1.9 percent step increase and 3.0 percent across-the-board increase for a total
12 of a 4.9 percent increase, plus a one-time cash payment of \$1,500.00.

13 (b) Fiscal year 2024. This act fully funds the second year of the collective
14 bargaining agreements between the State and the Vermont State Employees’
15 Association and the State and the Vermont Troopers’ Association for the
16 period of July 1, 2023 through June 30, 2024. The collective bargaining
17 agreements for classified employees provide in fiscal year 2024 an average 1.9
18 percent step increase and 2.0 percent across-the-board increase for a total of a
19 3.9 percent increase, plus a one-time cash payment of \$1,000.00.

20 * * * Exempt Employees; Fiscal Years 2023 and 2024 * * *

21 Sec. 2. EXEMPT EMPLOYEES; PERMITTED SALARY INCREASES;

1 FISCAL YEARS 2023 AND 2024

2 (a) Fiscal year 2023. Executive, Judicial, and Legislative Branches may
3 extend the fiscal year 2023 provisions of the collective bargaining agreements
4 that are funded by this act to employees not covered by the bargaining
5 agreements as they determine to be appropriate and in accordance with the
6 appropriations provided to each branch.

7 (b) Fiscal year 2024. Executive, Judicial, and Legislative Branches may
8 extend the fiscal year 2024 provisions of the collective bargaining agreements
9 that are funded by this act to employees not covered by the bargaining
10 agreements as they determine to be appropriate and in accordance with the
11 appropriations provided to each branch.

12 Sec. 3. EXECUTIVE BRANCH; EXEMPT AGENCY AND DEPARTMENT
13 HEADS, DEPUTIES, AND EXECUTIVE ASSISTANTS; ANNUAL
14 SALARY ADJUSTMENT AND SPECIAL SALARY INCREASE
15 OR BONUS

16 (a) Fiscal year 2023. For purposes of determining annual salary
17 adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b)
18 and 1020(b), “the average rate of adjustment available to classified employees
19 under the collective bargaining agreement” shall be, in fiscal year 2023,
20 4.9 percent.

1 (b) Fiscal year 2024. For purposes of determining annual salary
2 adjustments, special salary increases, and bonuses under 32 V.S.A. §§ 1003(b)
3 and 1020(b), “the average rate of adjustment available to classified employees
4 under the collective bargaining agreement” shall be, in fiscal year 2024,
5 3.9 percent.

6 * * * Executive Branch; Miscellaneous Statutory Salaries;

7 Fiscal Years 2023 and 2024 * * *

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

9 § 1003. STATE OFFICERS

10 (a) Each elective officer of the Executive Department is entitled to an
11 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>January 5,</u>	<u>July 4,</u>	<u>July 3,</u>	<u>July 2,</u>
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
17 Governor	\$184,113	\$191,754	<u>\$201,150</u>	<u>\$208,995</u>
18 Lieutenant Governor	78,153	81,396	<u>\$85,384</u>	<u>\$88,714</u>
19 Secretary of State	116,745	121,590	<u>\$127,548</u>	<u>\$132,522</u>
20 State Treasurer	116,745	121,590	<u>\$127,548</u>	<u>\$132,522</u>
21 Auditor of Accounts	116,745	121,590	<u>\$127,548</u>	<u>\$132,522</u>

1 Attorney General ~~139,790~~ ~~145,591~~ \$152,725 \$158,681

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

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

20	Base	Base	<u>Base</u>	<u>Base</u>
21	Salary	Salary	<u>Salary</u>	<u>Salary</u>

	as of	as of	<u>as of</u>	<u>as of</u>	
	January 5,	July 4,	<u>July 3,</u>	<u>July 2,</u>	
	2020	2021	<u>2022</u>	<u>2023</u>	
1					
2					
3					
4	(A) Administration	\$ 111,332	\$ 115,952	\$ <u>121,634</u>	\$ <u>126,378</u>
5	(B) Agriculture,				
6	Food and Markets	111,332	115,952	<u>\$121,634</u>	<u>\$126,378</u>
7	(C) Financial				
8	Regulation	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
9	(D) Buildings and				
10	General Services	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
11	(E) Children and				
12	Families	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
13	(F) Commerce and				
14	Community				
15	Development	111,332	115,952	<u>\$121,634</u>	<u>\$126,378</u>
16	(G) Corrections	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
17	(H) Defender				
18	General	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>

1	(I) Disabilities,				
2	Aging, and				
3	Independent				
4	Living	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
5	(J) Economic				
6	Development	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
7	(K) Education	111,332	115,952	<u>\$121,634</u>	<u>\$126,378</u>
8	(L) Environmental				
9	Conservation	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
10	(M) Finance and				
11	Management	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
12	(N) Fish and				
13	Wildlife	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
14	(O) Forests, Parks				
15	and Recreation	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
16	(P) Health	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>
17	(Q) Housing and				
18	Community				
19	Development	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
20	(R) Human				
21	Resources	104,079	108,398	<u>\$113,710</u>	<u>\$118,145</u>

1	(S) Human Services	411,332	415,952	<u>\$121,634</u>	<u>\$126,378</u>
2	(T) Digital Services	411,332	415,952	<u>\$121,634</u>	<u>\$126,378</u>
3	(U) Labor	404,079	408,398	<u>\$113,710</u>	<u>\$118,145</u>
4	(V) Libraries	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
5	(W) Liquor and				
6	Lottery	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
7	(X) [Repealed.]				
8	(Y) Mental Health	404,079	408,398	<u>\$113,710</u>	<u>\$118,145</u>
9	(Z) Military	404,079	408,398	<u>\$113,710</u>	<u>\$118,145</u>
10	(AA) Motor				
11	Vehicles	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
12	(BB) Natural				
13	Resources	411,332	415,952	<u>\$121,634</u>	<u>\$126,378</u>
14	(CC) Natural				
15	Resources Board				
16	Chair	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>
17	(DD) Public Safety	404,079	408,398	<u>\$113,710</u>	<u>\$118,145</u>
18	(EE) Public Service	404,079	408,398	<u>\$113,710</u>	<u>\$118,145</u>
19	(FF) Taxes	404,079	408,398	<u>\$113,710</u>	<u>\$118,145</u>
20	(GG) Tourism and				
21	Marketing	94,413	98,331	<u>\$103,149</u>	<u>\$107,172</u>

1 (e) Notwithstanding the maximum salary established in subsection (b) of
2 this section, the maximum salary for the Commissioner of Health shall not
3 exceed ~~\$150,000.00~~ 100 percent above the base salary for this position.

4 * * * Judicial Branch; Statutory Salaries; Fiscal Years 2023 and 2024 * * *

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

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

8	Annual	Annual	<u>Annual</u>	<u>Annual</u>
9	Salary	Salary	<u>Salary</u>	<u>Salary</u>
10	as of	as of	<u>as of</u>	<u>as of</u>
11	January 5,	July 4,	<u>July 3,</u>	<u>July 2,</u>
12	2020	2021	<u>2022</u>	<u>2023</u>

13 (1) Chief Justice of
14 Supreme Court ~~\$177,203~~ ~~\$184,557~~ \$193,600 \$201,150

15 (2) Each Associate
16 Justice ~~169,121~~ ~~176,140~~ \$184,771 \$191,977

17 (3) Administrative
18 Judge ~~169,121~~ ~~176,140~~ \$184,771 \$191,977

19 (4) Each Superior
20 Judge ~~160,777~~ ~~167,449~~ \$175,654 \$182,505

21 (5) [Repealed.]

1	(6) Each				
2	Magistrate	121,224	126,255	<u>\$132,441</u>	<u>\$137,606</u>
3	(7) Each Judicial				
4	Bureau hearing				
5	officer	121,224	126,255	<u>\$132,441</u>	<u>\$137,606</u>

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

7 § 1141. ASSISTANT JUDGES

8 (a)(1) Each assistant judge of the Superior Court shall be entitled to receive
9 compensation in the amount of ~~\$185.86~~ \$203.05 a day as of ~~January 5, 2020~~
10 July 3, 2022 and ~~\$193.57~~ \$210.97 a day as of ~~July 4, 2024~~ 2, 2023 for time
11 spent in the performance of official duties and necessary expenses as allowed
12 to classified State employees. Compensation under this section shall be based
13 on a two-hour minimum and hourly thereafter.

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

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

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

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

5 § 1142. PROBATE JUDGES

6 (a) The Probate judges in the several Probate Districts shall be entitled to
7 receive the following annual salaries, which shall be paid by the State in lieu of
8 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>January 5,</u>	<u>July 4,</u>	<u>July 3,</u>	<u>July 2,</u>	
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	
9					
10					
11					
12					
13					
14	(1) Addison	\$63,384	\$66,014	\$69,249	\$71,950
15	(2) Bennington	80,127	83,452	\$87,541	\$90,955
16	(3) Caledonia	56,210	58,543	\$61,412	\$63,807
17	(4) Chittenden	133,720	139,269	\$146,093	\$151,791
18	(5) Essex	15,703	16,355	\$17,156	\$17,825
19	(6) Franklin	63,384	66,014	\$69,249	\$71,950
20	(7) Grand Isle	15,703	16,355	\$17,156	\$17,825
21	(8) Lamoille	44,249	46,085	\$48,343	\$50,228

1	(9) Orange	52,620	54,804	<u>\$57,489</u>	<u>\$59,731</u>
2	(10) Orleans	51,425	53,559	<u>\$56,183</u>	<u>\$58,374</u>
3	(11) Rutland	113,613	118,328	<u>\$124,126</u>	<u>\$128,967</u>
4	(12) Washington	87,301	90,924	<u>\$95,379</u>	<u>\$99,099</u>
5	(13) Windham	70,560	73,488	<u>\$77,089</u>	<u>\$80,095</u>
6	(14) Windsor	95,674	99,644	<u>\$104,527</u>	<u>\$108,604</u>

7 (b) Probate judges shall be entitled to be paid by the State for their actual
8 and necessary expenses under the rules and regulations pertaining to classified
9 State employees. The compensation for the Probate judge of the Chittenden
10 District shall be for full-time service.

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

14 * * * Sheriffs; Statutory Salaries; Fiscal Years 2023 and 2024 * * *

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

16 § 1182. SHERIFFS

17 (a) The sheriffs of all counties except Chittenden shall be entitled to receive
18 salaries in the amount of ~~\$86,116.00~~ \$94,085 as of ~~January 5, 2020~~ July 3,
19 2022 and ~~\$89,690.00~~ \$97,754 as of ~~July 4, 2021~~ 2, 2023. The Sheriff of
20 Chittenden County shall be entitled to an annual salary in the amount of

1 ~~\$91,133.00~~ \$99,566 as of ~~January 5, 2020~~ July 3, 2022 and ~~\$94,915.00~~
2 \$103,449 as of July ~~4, 2021~~ 2, 2023.

3 (b) Compensation under subsection (a) of this section shall be reduced by
4 10 percent for any sheriff who has not obtained Level III law enforcement
5 officer certification under 20 V.S.A. § 2358.

6 * * * State’s Attorneys; Statutory Salaries; Fiscal Years 2023 and 2024 * * *

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

8 § 1183. STATE’S ATTORNEYS

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

	Annual	Annual	Annual	<u>Annual</u>
	Salary	Salary	Salary	<u>Salary</u>
	as of	as of	<u>as of</u>	<u>as of</u>
	January 5,	July 4,	<u>July 3,</u>	<u>July 2,</u>
	2020	2021	<u>2022</u>	<u>2023</u>
16 (1) Addison County	\$116,486	\$121,320	<u>\$127,265</u>	<u>\$132,228</u>
17 (2) Bennington				
18 County	\$116,486	\$121,320	<u>\$127,265</u>	<u>\$132,228</u>
19 (3) Caledonia County	\$116,486	\$121,320	<u>\$127,265</u>	<u>\$132,228</u>
20 (4) Chittenden County	\$121,782	\$126,836	<u>\$133,051</u>	<u>\$138,240</u>
21 (5) Essex County	\$87,366	\$90,992	<u>\$95,451</u>	<u>\$99,174</u>

1	(6) Franklin County	\$116,486	\$121,320	\$127,265	\$132,228
2	(7) Grand Isle County	\$87,366	\$90,992	\$95,451	\$99,174
3	(8) Lamoille County	\$116,486	\$121,320	\$127,265	\$132,228
4	(9) Orange County	\$116,486	\$121,320	\$127,265	\$132,228
5	(10) Orleans County	\$116,486	\$121,320	\$127,265	\$132,228
6	(11) Rutland County	\$116,486	\$121,320	\$127,265	\$132,228
7	(12) Washington				
8	County	\$116,486	\$121,320	\$127,265	\$132,228
9	(13) Windham County	\$116,486	\$121,320	\$127,265	\$132,228
10	(14) Windsor County	\$116,486	\$121,320	\$127,265	\$132,228

11 * * *

12 * * * Appropriations * * *

13 Sec. 10. PAY ACT APPROPRIATIONS; FISCAL YEARS 2023 AND 2024

14 (a) Executive Branch. The first and second years of the two-year
15 agreements between the State of Vermont and the Vermont State Employees’
16 Association for the Defender General, Non-Management, Supervisory, and
17 Corrections bargaining units, and, for the purpose of appropriation, the State’s
18 Attorneys’ offices bargaining unit, for the period of July 1, 2022 through June
19 30, 2024; the collective bargaining agreement with the Vermont Troopers’
20 Association for the period of July 1, 2022 through June 30, 2024; and salary

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

3 (1) Fiscal year 2023.

4 (A) General Fund. The amount of \$23,614,294.00 is appropriated
5 from the General Fund to the Secretary of Administration for distribution to
6 departments to fund the fiscal year 2023 collective bargaining agreements and
7 the requirements of this act.

8 (B) Transportation Fund. The amount of \$1,502,420.00 is
9 appropriated from the Transportation Fund to the Secretary of Administration
10 for distribution to the Agency of Transportation and the Department of Public
11 Safety to fund the fiscal year 2023 collective bargaining agreements and the
12 requirements of this act.

13 (C) Other funds. The Administration shall provide additional
14 spending authority to departments through the existing process of excess
15 receipts to fund the fiscal year 2023 collective bargaining agreements and the
16 requirements of this act. The estimated amounts are \$35,872,729.00 from a
17 special fund, federal funds, and other sources.

18 (D) Transfers. With due regard to the possible availability of other
19 funds, for fiscal year 2023, the Secretary of Administration may transfer from
20 the various appropriations and various funds and from the receipts of the
21 Liquor Control Board such sums as the Secretary may determine to be

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

3 (2) Fiscal year 2024.

4 (A) General Fund. The amount of \$19,029,823.00 is appropriated
5 from the General Fund to the Secretary of Administration for distribution to
6 departments to fund the fiscal year 2024 collective bargaining agreements and
7 the requirements of this act.

8 (B) Transportation Fund. The amount of \$2,500,000.00 is
9 appropriated from the Transportation Fund to the Secretary of Administration
10 for distribution to the Agency of Transportation and the Department of Public
11 Safety to fund the fiscal year 2024 collective bargaining agreements and the
12 requirements of this act.

13 (C) Other funds. The Administration shall provide additional
14 spending authority to departments through the existing process of excess
15 receipts to fund the fiscal year 2024 collective bargaining agreements and the
16 requirements of this act. The estimated amounts are \$27,500,943.00 from a
17 special fund, federal funds, and other sources.

18 (D) Transfers. With due regard to the possible availability of other
19 funds, for fiscal year 2024, the Secretary of Administration may transfer from
20 the various appropriations and various funds and from the receipts of the
21 Liquor Control Board such sums as the Secretary may determine to be

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

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

5 (b) Judicial Branch.

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

9 (2) Fiscal year 2023. The first year of the two-year agreements between
10 the State of Vermont and the Vermont State Employees’ Association for the
11 judicial bargaining unit for the period of July 1, 2022 through June 30, 2023
12 and salary increases for employees in the Judicial Branch not covered by the
13 bargaining agreements shall be funded as follows: the amount of
14 \$3,217,628.00 is appropriated from the General Fund and the amount of
15 \$287,032.00 is provided from other sources to the Judiciary to fund the fiscal
16 year 2023 collective bargaining agreement and the requirements of this act.

17 (3) Fiscal year 2024. The second year of the two-year agreements
18 between the State of Vermont and the Vermont State Employees’ Association
19 for the judicial bargaining unit for the period of July 1, 2023 through June 30,
20 2024 and salary increases for employees in the Judicial Branch not covered by
21 the bargaining agreements shall be funded as follows: the amount of

1 \$1,803,013.00 is appropriated from the General Fund and the amount of
2 \$160,840.00 is provided from other sources to the Judiciary to fund the fiscal
3 year 2024 collective bargaining agreement and the requirements of this act.

4 (c) Legislative Branch.

5 (1) For the period of July 1, 2022 through June 30, 2023, the General
6 Assembly including all Legislative Branch employees shall be funded as
7 follows: the amount of \$985,111.00 is appropriated from the General Fund to
8 the Legislative Branch.

9 (2) For the period of July 1, 2023 through June 30, 2024, the General
10 Assembly including all Legislative Branch employees shall be funded as
11 follows: the amount of \$776,000.00 is appropriated from the General Fund to
12 the Legislative Branch.

13 * * * Effective Dates * * *

14 Sec. 11. EFFECTIVE DATES

15 This act shall take effect on July 1, 2022, except that the following shall
16 take effect on July 1, 2023:

17 (1) Secs. 1(b), 2(b), and 3(b) and Sec. 4 (Executive Branch; Exempt
18 Employees; Miscellaneous Statutory Salaries; Fiscal Year 2024);

19 (2) Secs. 5–7 (Judicial Branch; Statutory Salaries; Fiscal Year 2024);

20 (3) Sec. 8 (Sheriffs; Statutory Salaries; Fiscal Year 2024);

21 (4) Sec. 9 (State’s Attorneys; Statutory Salaries; Fiscal Year 2024); and

1 (5) Secs. 10(a)(2), 10(b)(3), and 10(c)(2) (Appropriations; Fiscal Year
2 2024).