

Pay Act Tutorial to the House Committee on Appropriations

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1/28/2015

Pay Act, without tears

Dialogue:

1. What is “pay act”?
 - a. Technically, it is the act that appropriates funding for salary raises.
 - b. Colloquially, the term “pay act” is used to mean the FUNDING for the bargained salary increases.
2. The Pay Act appropriations are for the one year of the Contract, i.e. FY 2015. It pays for the salary increases of that year.
3. How does “pay act” show up in department budgets?
 - a. Salary raises are NOT appropriated in the department budgets. The “pay act” is appropriated separately to the Secretary of Administration, for transfer “with due regard for availability of other funds ... as the Secretary may determine to be necessary” to the various departments to carry out the State/VSEA Contract provisions.
4. Why isn’t “pay act” appropriated in department budgets?
 - a. We don’t know what the bargained salary increase will be, as budgets for the coming fiscal year are formulated at the same time Human Resources is negotiating the contract.
 - b. We don’t know how much is actually needed until we do position-by-position salary projections at the beginning of the upcoming fiscal year. It may be that the amounts appropriated are more than (or less than) actually needed.
5. Why do we only appropriate General Fund and Transportation Fund?
 - a. Because other fund sources are generated by departments, and only they know how much might be available. About 50% of salaries is non-GF/TF (Special Funds, Federal Funds, Fish & Wildlife Fund, Enterprise Funds, Internal Service Funds).
6. What’s the difference between “full cost”, and “paid out” in year one?
 - a. See Example:

EX. In FY 2013 there was a 5.0% increase (2% COLA + 3% reduction replacement) for classified employees; Steps were also reinstated:

	% due to COLA	% due to Steps	Total %
Full year (“full cost”)	5.00	1.70	6.70
<u>Year 1 (“pd out”)</u>	<u>4.81</u>	<u>1.63</u>	<u>6.44</u>
Annualization factor	.19	.07	0.26

Derivation of Year 1 factors:

COLA + Add Back 3% reduction = $5.00\% \times 25/26 \text{ paydays} = 4.81\%$

Steps = 2.58% for each step $\times 66\%$ employees get steps each year = $1.70\% \times 25/26 \text{ paydays} = 1.63\%$

1. Pay act in the year of the salary raise (say, FY 2015) is NOT in department budgets. It is appropriated to the Secretary of Administration for transfer to departments.
2. In the following fiscal year's budget (FY 2016), FY 2015 pay act will show up as an adjustment to FY 2014 base salary and benefit expenditures.
3. Finance and Management's FY 2015 Budget Instructions directs departments that the FULL COST of FY 2014 salary increases will have to be borne in their FY 2015 funding level.
4. The budget process began with an assumption of level funding – which means that right away, departments must have considered how they would “absorb” the costs of the salary increases from the prior year. Then, in the course of budget meetings in our office, department funding levels may be adjusted to include those costs.

COLA & Steps FY 89-2016									
BK - 3/11/2014									
FY	Date	COLA %	Steps	Pay Act Appropriation - GF	Pay Act Appropriation - TF	Stautory Reference			
1989	7/10/1988	4.50%	Normal						
1990	7/9/1989	5.50%	Normal						
1991	7/8/1990	2.00%	Normal						
"	1/6/1991	2.00%							
1992	7/7/1991	2.00%	Normal						
"	1/5/1992	2.50%							
1993	7/1/1992	0.00%	Up to 6 mos delay						
1994	7/4/1993	2.50%	Normal						
1995	1/6/1995	2.00%	3 mos delay						
1996	1/6/1996	3.00%	Normal						
1997	1/5/1997	2.00%	Normal						
1998	1/4/1998	2.25%	Normal						
1999	7/5/1998	3.00%	Normal	4,431,574	2,379,228	1997 Act 28			
2000	7/4/1999	3.00%	Normal	2,655,722	1,461,984	1999 Act 40			
2001	7/2/2000	3.00%	Normal	4,716,708	2,447,220	1999 Act 40			
2002	7/1/2001	.50/hr	Normal	4,480,876	2,447,220	2001 Act 66 (recission in FY2002)			
"	1/13/2002	.25/hr							
2003	7/14/2002	3.00%	Normal	5,723,260	2,803,121	2001 Act 66 (reduction in FY2003 BAA)			
2004	7/13/2003	1.50%	Normal	523,190	-	2003 Act 66 amended in 2004 Act 80			
2005	7/11/2004	2.50%	Normal	5,743,862	1,458,637	2003 Act 66 amended in 2004 Act 80			
2006	7/10/2005	2.00%	Normal	4,019,782	1,248,449	2005 Act 66			
2007	7/9/2006	2.00%	Normal	3,800,000	2,005,219	2005 Act 66 (as amended by 2006 Act65)			
2008	7/8/2007	2.25%	Normal	-	1,192,197	2007 Act 40			
2009	7/6/2008	1.80%	Normal	-	-	2008 Act 206 (repealed in 2009 SS #1)			
2010	7/7/2009	1.80%	Normal	4,282,138	2,180,510	2009 SS#1			
2011	7/4/2010	-3.00%	No steps	556,500	-	2010 Act 68			
2012		0.00%	No steps	556,500	-	2011 Act 63			
2013	7/1/2012	3.00%	2011 reduction and resumption of	13,734,056	3,400,000	2012 Act 162			
		2.00%							
2014	7/14/2013	2.00%	Normal	8,245,165	2,200,000	2012 Act 162			
2015	7/10/2014	2.50%	Normal	8,331,065	2,000,000	2014 Act 160			
2016	7/xx/2015	2.50%	Normal	9,807,480	2,000,000	2014 Act 160			

Costing for FY2013 State/VSEA Contract Example

	Classified(FY+PT)	Exempt	Temps	Gen Assembly	Total
x					
FY 2011 actuals w/o benefits (from VISION, Brad/Rutheillen) - confirmed by Harold Schwartz, using Discoverer) - see Keep: salary comparison: FY96- FY11					
FY 2011 Actuals Less 27th Payday	382,822,623	58,233,861	15,024,044	1,866,561	457,947,089
Add back annualization of FY 2011 reductions (-3.00%) COLA (0.0%), steps (0.0%) Base for FY 2012	368,644,007	56,077,051	14,467,598	1,702,080	440,890,737
	850,720	129,409	33,387		
	369,494,727	56,206,460	14,500,985	1,702,080	441,904,253
FY 2012 paid out	368,642,047	56,076,753	14,467,521	1,767,545	441,904,253
FY 2013 paid out - 2.0% COLA, .85% Steps, End 3.0% Reduction	390,278,806	56,647,465	14,614,762	1,767,545	463,308,577
FY 2014 paid out - 2.0% COLA, 1.7% Steps	403,608,328	58,582,194	15,113,912	1,767,545	479,071,979
FY 2013 - 1% of Salary Base + Benefits(1.25431)	4,634,609	705,003	181,887	21,349	5,542,849
FY 2013 - COLA 2%	1,923	1,923			
FY2013 - Steps 1.7%	1,635	1,635	1,846		
FY2013 - End Reduction (3% Classified, 5% exempts, 5.26% Temps)	2,885	4,625	2,769	5,260	
Total	6,442	8,183	4,615	5,260	
Pay Act Salaries - All Funds	29,857,579	5,768,825	839,480	112,298	36,578,181
GF (36.3%)	10,838,301	2,094,083	304,731	40,764	13,872,380
TF (13.29%)	3,400,000				3,400,000
Non-salary Pay Act items	594,500				594,500
Total Appropriated Pay Act	14,832,801	2,094,083.364	304,731	40,764	17,272,380
All Other Funds	15,024,778	3,674,741	534,749	71,534	18,711,302

Keep: Pay act distribution - FY 2013 - for JFC report 11-15-12

FY 2013 PAY ACT REPORT: 3 VSA SEC 2281(4)**

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Description	Pay Act need - GF by approp	Pay Act need - TF by approp	Pay Act need - GF + TF by approp	GF Pay Act allocation	TF Pay Act allocation
Emergency Management	0	0	0	0	0
Fire Safety	44,669	0	44,669	44,669	0
Administration	40,781	0	40,781	40,781	0
Homeland Security	0	0	0	0	0
Radiological Emergency Response Program	0	0	0	0	0
PUBLIC SAFETY					
Administration	16,899	0	16,899	16,899	0
Air Service Contract	10,722	0	10,722	10,722	0
Army Service Contract	6,495	0	6,495	6,495	0
Building Maintenance	18,314	0	18,314	18,314	0
Veterans' Affairs	2,787	0	2,787	2,787	0
MILITARY					
Criminal Justice Training Council	11,461	0	11,461	11,461	0
CRIMINAL JUSTICE TRAINING COUNCIL					
Administration	49,845	0	49,845	49,845	0
Food Safety and Consumer Protection	74,483	0	74,483	74,483	0
Agricultural Development	47,801	0	47,801	47,801	0
Labs, Agri Resource Mgmt & Envir Stewardship	36,425	0	36,425	36,425	0
AGRICULTURE					
Banking	0	0	0	0	0
Insurance	0	0	0	0	0
Captive	0	0	0	0	0
Securities	0	0	0	0	0
Health Care Administration	0	0	0	0	0
Administration	0	0	0	0	0
FINANCIAL REGULATION					
Secretary of State	60,000	0	60,000	60,000	0
SECRETARY OF STATE					
Regulation & Energy	0	0	0	0	0
PUBLIC SERVICE DEPT					
Public Service Board	0	0	0	0	0
PUBLIC SERVICE BD					
Enhanced 9-1-1 Board	0	0	0	0	0
E9-1-1 BOARD					
Human Rights Commission	32,021	0	32,021	32,021	0
HUMAN RIGHTS COMMISSION					
Enforcement & Licensing	0	0	0	0	0
Administration	0	0	0	0	0
Warehousing and Distribution	0	0	0	0	0
LIQUOR CONTROL					
Lottery Commission	0	0	0	0	0
LOTTERY COMMISSION					
Secretary's Office Admin Costs	0	0	0	0	0
Rate Setting	0	0	0	0	0
Develop Disabilities Council	0	0	0	0	0
Human Services Board	0	0	0	0	0
AHS SECRETARY'S OFFICE					
DVHA - Administration	0	0	0	0	0
DEPARTMENT OF VT HEALTH ACCESS					
Administration	6,781	0	6,781	6,781	0
Public Health	74,245	0	74,245	74,245	0
Alcohol & Drug Abuse	44,947	0	44,947	44,947	0
DEPT HEALTH					
Mental Health	16,447	0	16,447	16,447	0
Vermont State Hospital	0	0	0	0	0
MENTAL HEALTH					
DCFS Admin & Support Services	631,618	0	631,618	631,618	0
DCFS - Family Services	0	0	0	0	0
DCFS - Child Development	310,581	0	310,581	310,581	0
DCFS - Child Support Services	0	0	0	0	0
DCFS - OEO Ofc of Economic Opp	0	0	0	0	0
DCFS - Woodside Rehab Center	198,133	0	198,133	198,133	0
DCFS - DDS	0	0	0	0	0
DEPT FOR CHILDREN & FAMILIES					
Administration & Support	442,089	0	442,089	442,089	0

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Description	Pay Act need - GF by approp	Pay Act need - TF by approp	Pay Act need - GF + TF by approp	GF Pay Act allocation	TF Pay Act allocation
Developmental Services	0	0	0	0	0
DISABILITIES & INDEPENDENT LIVING					
Corrections - Administration	107,703	0	107,703	107,703	0
Corrections - Parole Board	10,679	0	10,679	10,679	0
Corrections - Education	0	0	0	0	0
Correctional Services	3,271,694	0	3,271,694	3,271,694	0
Correctional Fac - Rec Fund	0	0	0	0	0
Admin - VT Offender Work Prog	0	0	0	0	0
CORRECTIONS					
Care and Support Services	0	0	0	0	0
VT VETERANS' HOME					
Vermont Commission on Women	13,568	0	13,568	13,568	0
VT COMMISSION ON WOMEN					
Green Mountain Care Board	90,499	0	90,499	90,499	0
GREEN MOUNTAIN CARE BOARD					
VDOL Program	0	0	0	0	0
LABOR					
Finance and Administration	216,320	0	216,320	216,320	0
Education Services	0	0	0	0	0
Tobacco Litigation	0	0	0	0	0
Act 117 Cost Containment	0	0	0	0	0
DEPT EDUCATION					
Administration	109,195	0	109,195	109,195	0
ANR ADMINISTRATION					
Support & Field Services	539,541	0	539,541	539,541	0
FISH & WILDLIFE					
Administration	61,576	0	61,576	61,576	0
Forestry	259,119	0	259,119	259,119	0
State Parks	0	0	0	0	0
Lands Administration	23,163	0	23,163	23,163	0
FORESTS, PARKS & RECREATION					
Management and Support Services	47,062	0	47,062	47,062	0
Air and Waste Management	114,815	0	114,815	114,815	0
Office of Water Programs	227,112	0	227,112	227,112	0
DEPT ENVIRONMENTAL CONSERVATION					
AGENCY OF NAT RESOURCES	0	0	0	0	0
Natural Resources Board	48,882	0	48,882	48,882	0
NATURAL RESOURCES BD					
Administration Division	19,812	0	19,812	19,812	0
ACCD ADMINISTRATION					
Economic, Housing, and Community Development	26,324	0	26,324	26,324	0
Historic Sites Operations	0	0	0	0	0
Downtown Transp and Capital Imp Fund	734	0	734	734	0
ECONOMIC, HOUSING & COMMUNITY DEVELOPMENT					
Tourism & Marketing	6,972	0	6,972	6,972	0
Vermont Life	0	0	0	0	0
TOURISM & MARKETING					
Transportation Board	0	0	0	0	0
TRANSPORTATION BOARD					
Finance and Administration	0	329,095	329,095	0	329,095
Aviation	0	17,583	17,583	0	17,583
Program Development	0	346,807	346,807	0	346,807
Maintenance State System	0	849,213	849,213	0	849,213
Department of Motor Vehicles	0	396,362	396,362	0	396,362
Policy and Planning	0	36,344	36,344	0	36,344
Rail	0	35,222	35,222	0	35,222
Public Transit	0	2,707	2,707	0	2,707
Central Garage	0	0	0	0	0
AOT					
TOTAL	14,184,382	3,400,000	17,584,382	14,184,382	3,400,000

\$\$ Available/Allocated

	GF	TF	Total GF/TF
Non-salary contract items:			

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Description	Pay Act need - GF by approp	Pay Act need - TF by approp	Pay Act need - GF + TF by approp	GF Pay Act allocation	TF Pay Act allocation
Human Resources					
Dependent care (Non-Mgmt Art 8)	115,000	.0	115,000		
Tuition:					
Non-mgmt (Non-Mgmt Art 37) (incl 15% admin)	180,000	0	180,000		
Supervisory (Sup Art 41) (incl 15% admin)	30,000	0	30,000		
Managers	30,000	0	30,000		
Contract printing	0	0	0		
Human Resources Operations Admin Support	36,000	0	36,000		
Contract implementation costs	200,000	0	200,000		
Total Human Resources	591,000	0	591,000		
Vermont Historical Society - Pay Increase per 22 VSA Sec. 285	55,925	0	55,925		
Total non-salary items	646,925	0	646,925		
FY 2013 PAY ACT AVAILABLE					
EXECUTIVE BRANCH					
Appropriated in 2012 Act 162 Sec B.1200 (a)(1)(A)	11,729,056	3,400,000	15,129,056		
Total appropriation	11,729,056	3,400,000	15,129,056		
Total pay act available	11,729,056	3,400,000	15,129,056		
Total pay act remaining for Depts	11,082,131	3,400,000	14,482,131		
Allocated/transferred to Depts	(12,179,382)	(3,400,000)	(15,579,382)		
Balance	(1,097,251)	0	(1,097,251)		
Potential Carryforward Available from FY 2012	638,362	0	638,362		
Balance after Carryforward	(458,889)	0	(458,889)		
JUDICIAL BRANCH					
Appropriated in 2012 Act 162 Sec B.1200 (b)(1)	1,720,000		1,720,000		
Judiciary Pay Act Need	1,720,000		1,720,000		
Projected Judiciary Pay Act Balance	0		0		
LEGISLATIVE BRANCH					
Appropriated in 2012 Act 162 Sec B.1200 (c)(1)	285,000		285,000		
Legislative Pay Act Need	285,000		285,000		
Projected Legislative Pay Act Balance	0		0		
** Final Pay Act transfers occur near the end of the fiscal year and may differ from transfers listed above.					

Non-Appropriation Pay Act Items Example – 2012 Act 130

	<u>Salary</u>	<u>Salary</u>
	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>July 1,</u>
	<u>2007</u>	<u>2012</u>
(A) Administration	\$90,745	\$90,745
(B) Agriculture, food and markets	90,745	90,745
(C) Banking, insurance, securities, and health care administration <u>Financial</u> <u>regulation</u>	84,834	84,834
(D) Buildings and general services	84,834	84,834
(E) Children and families	84,834	84,834
(F) Commerce and community development	90,745	90,745
(G) Corrections	84,834	84,834
(H) Defender general	76,953	84,834
(I) Disabilities, aging, and independent living	84,834	84,834
(J) <u>Economic, housing, and community</u> development	76,953	76,953
(K) Education	84,834	84,834
(L) Environmental conservation	84,834	84,834
(M) Finance and management	84,834	84,834
(N) Fish and wildlife	76,953	76,953

(O) Forests, parks and recreation	76,953	<u>76,953</u>
(P) Health	84,834	<u>84,834</u>
(Q) Housing and community affairs	76,953	<u>76,953</u> [Repealed.]
(R) Human resources	84,834	<u>84,834</u>
(S) Human services	90,745	<u>90,745</u>
(T) Information and innovation	84,834	<u>84,834</u>
(U) Labor	84,834	<u>84,834</u>
(V) Libraries	76,953	<u>76,953</u>
(W) Liquor control	76,953	<u>76,953</u>
(X) Lottery	76,953	<u>76,953</u>
(Y) Mental Health	84,834	<u>84,834</u>
(Z) Military	84,834	<u>84,834</u>
(AA) Motor vehicles	76,953	<u>76,953</u>
(BB) Natural resources	90,745	<u>90,745</u>
(CC) Natural resources board chairperson	76,953	<u>76,953</u>
(DD) Public Safety	84,834	<u>84,834</u>
(EE) Public service	84,834	<u>84,834</u>
(FF) Taxes	84,834	<u>84,834</u>
(GG) Tourism and marketing	76,953	<u>76,953</u>
(HH) Transportation	90,745	<u>90,745</u>
(II) Vermont health access	84,834	<u>84,834</u>

(JJ) ~~Veterans~~ Veterans' home 76,953 84,834

* * * Judicial Branch * * *

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

(c) The annual salaries of the officers of the judicial branch named below shall be as follows:

	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
	<u>as of</u>	<u>as of</u>	<u>as of</u>
	<u>July 8,</u>	<u>July 1,</u>	<u>July 14,</u>
	<u>2007</u>	<u>2012</u>	<u>2013</u>
(1) Chief justice of supreme court	\$135,421	<u>\$139,280</u>	<u>\$144,434</u>
(2) Each associate justice	129,245	<u>132,928</u>	<u>137,847</u>
(3) Administrative judge	129,245	<u>132,928</u>	<u>137,847</u>
(4) Each superior judge	122,867	<u>126,369</u>	<u>131,045</u>
(5) Each district judge	122,867	[Repealed.]	
(6) Each magistrate	92,641	<u>95,281</u>	<u>98,807</u>
(7) Each judicial bureau hearing officer	92,641	<u>95,281</u>	<u>98,807</u>

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

§ 1141. ASSISTANT JUDGES .

(a)(1) The compensation of each assistant judge of the superior court shall be ~~\$142.04~~ \$146.09 a day as of ~~July 8, 2007~~, July 1, 2012 and \$151.49 a day as of July 14, 2013 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 annual salaries of the probate judges in the several probate districts, which shall be paid by the state in lieu of all fees or other compensation, shall be as follows:

		<u>Annual</u>	<u>Annual</u>
		<u>Salary</u>	<u>Salary</u>
		<u>as of</u>	<u>as of</u>
		<u>July 1,</u>	<u>July 14,</u>
		<u>2012</u>	<u>2013</u>
(1) Addison	48,439	<u>\$49,820</u>	<u>\$51,663</u>
(2) Bennington	61,235	<u>62,980</u>	<u>65,310</u>
(3) Caledonia	42,956	<u>44,180</u>	<u>45,815</u>

(4) Chittenden	91,395	<u>105,104</u>	<u>108,993</u>
(5) Essex	12,000	<u>12,342</u>	<u>12,799</u>
(6) Franklin	48,439	<u>49,820</u>	<u>51,663</u>
(7) Grand Isle	12,000	<u>12,342</u>	<u>12,799</u>
(8) Lamoille	33,816	<u>34,780</u>	<u>36,067</u>
(9) Orange	40,214	<u>41,360</u>	<u>42,890</u>
(10) Orleans	39,300	<u>40,420</u>	<u>41,916</u>
(11) Rutland	86,825	<u>89,300</u>	<u>92,604</u>
(12) Washington	66,718	<u>68,619</u>	<u>71,158</u>
(13) Windham	53,923	<u>55,460</u>	<u>57,512</u>
(14) Windsor	73,116	<u>75,200</u>	<u>77,982</u>

* * *

(c) ~~A probate judge whose salary is less than 50 percent of the salary of the most highly paid probate judge shall be eligible only for the least expensive medical benefit plan option available to state employees or may apply the state share of the premium for which the judge is eligible toward the purchase of another state or private health insurance plan. A probate judge whose salary is less than 50 percent of the salary of the most highly paid probate judge may participate in other state employee benefit plans.~~ All probate judges, regardless of the number of hours worked annually, shall be eligible to participate in all

employee benefits that are available to exempt employees of the judicial department.

Sec. 8. COURT ADMINISTRATOR; WEIGHTED CASELOAD STUDY

The court administrator shall conduct a weighted caseload study of the probate division and report its findings to the senate and house committees on government operations by January 31, 2013.

* * * Sheriffs * * *

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

§ 1182. SHERIFFS

(a) The annual salaries of the sheriffs of all counties except Chittenden shall be ~~\$65,812.00~~ \$67,688.00 as of ~~July 8, 2007~~ July 1, 2012 and \$70,192.00 as of July 14, 2013. The annual salary of the sheriff of Chittenden County shall be ~~\$69,646.00~~ \$71,631.00 as of ~~July 8, 2007~~ July 1, 2012 and \$74,281.00 as of July 14, 2013.

(b) Compensation under subsection (a) of this section shall be reduced by 10 percent for any sheriff who has not completed the full-time training requirements under 20 V.S.A. § 2358.

* * * State's Attorneys * * *

Sec. 10. 32 V.S.A. § 1183 is amended to read:

§ 1183. STATE'S ATTORNEYS

(a) The annual salaries of state's attorneys shall be:

	Annual	<u>Annual</u>	<u>Annual</u>
	Salary	<u>Salary</u>	<u>Salary</u>
	as of	<u>as of</u>	<u>as of</u>
	July 8,	<u>July 1,</u>	<u>July 14,</u>
	2007	<u>2012</u>	<u>2013</u>
(1) Addison County	\$89,020	<u>\$91,557</u>	<u>\$94,945</u>
(2) Bennington County	89,020	<u>91,557</u>	<u>94,945</u>
(3) Caledonia County	89,020	<u>91,557</u>	<u>94,945</u>
(4) Chittenden County	93,069	<u>95,721</u>	<u>99,263</u>
(5) Essex County	66,766	<u>68,669</u>	<u>71,210</u>
(6) Franklin County	89,020	<u>91,557</u>	<u>94,945</u>
(7) Grand Isle County	66,766	<u>68,669</u>	<u>71,210</u>
(8) Lamoille County	89,020	<u>91,557</u>	<u>94,945</u>
(9) Orange County	89,020	<u>91,557</u>	<u>94,945</u>
(10) Orleans County	89,020	<u>91,557</u>	<u>94,945</u>
(11) Rutland County	89,020	<u>91,557</u>	<u>94,945</u>
(12) Washington County	89,020	<u>91,557</u>	<u>94,945</u>
(13) Windham County	89,020	<u>91,557</u>	<u>94,945</u>
(14) Windsor County	89,020	<u>91,557</u>	<u>94,945</u>

(b) In settlement of their accounts the commissioner of finance and management shall allow the state's attorneys the expense of printing briefs in

cases in which the state's attorney has represented the state and their necessary and actual expenses under the rules and regulations pertaining to classified state employees.

* * * Appropriations * * *

Sec. 11. PAY ACT FUNDING

The compensation provided in this act shall be funded by appropriations made in H.781 of the 2011–2012 session of the general assembly in Sec. B.1200 for fiscal year 2013 and in Sec. BB.1200 for fiscal year 2014.

* * * Study * * *

Sec. 12. COMMISSIONER OF HUMAN RESOURCES; CASELOAD AND WORKLOAD STUDY; ATTORNEYS IN THE EXECUTIVE BRANCH; PAY PLANS

(a) The commissioner of human resources shall conduct a caseload and workload study that assesses the caseloads and workloads of deputy state's attorneys, public defenders, assistant attorneys general, and staff attorneys in the executive branch and shall report his or her findings to the general assembly on or before March 15, 2013.

(b) The secretary of administration shall create a new pay plan for all exempt attorneys in the executive branch employed by the state who perform legal services in order to create parity and equity in the compensation paid to these attorneys. In creating the pay plan, the secretary shall consider the

results of the study in subsection (a) of this section and the relative caseloads and workloads of the attorneys. Notwithstanding any provision of law to the contrary, the secretary shall have final authority over and shall be required to approve all salaries paid to exempt attorneys employed by the state in the executive branch and shall administer the pay plan to ensure that parity and equity in compensation are maintained.

Sec. 13. EFFECTIVE DATE

This act shall take effect on July 1, 2012.

Approved: May 11, 2012