VERMONT

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*Agency of Administration*

# MEMORANDUM

**TO:** **Joint Fiscal Committee**
**FROM:** **Andrew Pallito, Commissioner**
**RE:** **Report on FY2016 Pay Act Allocations (per 3 VSA Sec 2281 (4))**
**DATE:** **November 13, 2015**

Please find attached the report on distribution of the FY2016 Pay Act, along with these explanatory comments.

The FY2016 Pay Act appropriations for the Executive Branch were made in 2014 Act 160 Sec. 9 (a)(2)(A) [$8,480,001 General Fund] and Sec. 9 (a)(2)(B) [$2,000,000 Transportation Fund]. The Judicial Branch was appropriated $1,044,179 General Fund in Sec. 9 (b)(2)(B), and the Legislative Branch was appropriated $283,000 General Fund in Sec. 9 (c)(2). These appropriations were amended in 2015 Act 58 Sec. B.1105, and decreased by $5,812,015 across all three branches of Government. Current law includes the following General Fund Pay Act appropriations: $2,868,165 for the Executive Branch; $944,000 for the Judicial Branch; and $183,000 for the Legislative Branch. The Executive Branch was charged to manage the reduction in the FY 2016 Pay Act appropriation through the retirement incentive outlined in 2015 Act 58 Sec. B.1104.1, and through the recommendations outlined in 2015 Act 58 Sec. B.1106. A report on the status of personnel, labor, and administrative cost savings will be provided to the Joint Fiscal Committee at the November meeting.

Of the executive pay act amount described above, $591,000 is committed to various non-salary items stipulated by the VSEA contract.

Please note that in all cases the agreed-upon FY2016 salary adjustments are being considered and addressed in the development of the proposed FY2017 appropriations. Final Pay Act transfers occur near the end of the fiscal year and may differ from transfers listed in the attached schedule.

Attachment
cc: House and Senate Committees on Appropriations and on Government Operations

Pay Act Calculation methodology
The methodology used in developing pay act requirements is as follows:
-Department pay act salary requirements (that is, the value of the FY2016 salary increases, both COLA and steps) are projected position-by-position for all employees on payroll at the start of

FY2016. The pay act associated with budgeted overtime is also included, as is the value of the state share of benefits that attach to salary (FICA, retirement, life insurance, and LTD).
-The General and Transportation Fund share of the required pay act are derived from the FY2016 budget submissions, and adjusted for legislative actions.
-The costs of various non-salary contract items are stipulated in certain articles of the State-VSEA Bargaining Agreement.

# FY 2016 PAY ACT REPORT: 3 VSA SEC 2281(4)**

11/12/2015

| | Pay Act Need - General Funds | Allocated Pay Act - General Funds | Pay Act Need - Transp. Funds | Allocated Pay Act - Transp. Funds |
|---|---|---|---|---|
| 1100010000 - Secretary of Administration | 22,649.00 | | - | |
| 1110003000 - Finance and management - budget and management | 27,521.00 | | - | |
| 1120010000 - Human resources - operations | 51,703.00 | | - | |
| 1125000000 - Human resources - employee benefits & wellness | - | | - | |
| 1130030000 - Libraries | 46,459.00 | | - | |
| 1140010000 - Tax - administration/collection | 435,550.00 | | - | |
| 1150500000 - Buildings and general services - purchasing | 31,829.00 | | - | |
| 1200010000 - Executive office - governor's office | 37,942.00 | | - | |
| 1210001000 - Legislative council | 75,000.00 | | - | |
| 1210002000 - Legislature | 58,000.00 | | - | |
| 1220000000 - Joint fiscal committee | 30,000.00 | | - | |
| 1220891403 - Health Care Syst Trans Analys | - | | - | |
| 1230001000 - Sergeant at arms | 20,000.00 | | - | |
| 1240001000 - Lieutenant governor | 4,421.00 | | - | |
| 1250010000 - Auditor of accounts | 8,844.00 | | - | |
| 1260010000 - State treasurer | 20,508.00 | | - | |
| 1270000000 - State labor relations board | 3,913.00 | | - | |
| 1280000000 - VOSHA review board | 360.00 | | - | |
| 2100001000 - Attorney general | 108,925.00 | | - | |
| 2110000100 - Defender general - public defense | 159,589.00 | | - | |
| 2110010000 - Defender general - assigned counsel | 509.00 | | - | |
| 2120000000 - Judiciary | 748,557.00 | | - | |
| 2130100000 - State's attorneys | 206,192.00 | | - | |
| 2130200000 - Sheriffs | 83,274.00 | | - | |
| 2140010000 - Public safety-state police | 1,368,519.00 | | - | |
| 2140020000 - Public safety - criminal justice services | 130,694.00 | | - | |
| 2140030000 - Public safety - emergency management | 13,035.00 | | - | |
| 2140040000 - Public safety - fire safety | 17,757.00 | | - | |
| 2140060000 - Public safety - administration | 44,988.00 | | - | |
| 2150010000 - Military - administration | 22,115.00 | | - | |
| 2150020000 - Military - air service contract | 7,049.00 | | - | |
| 2150030000 - Military - army service contract | - | | - | |
| 2150040000 - Military - building maintenance | 18,285.00 | | - | |
| 2150050000 - Military - veterans' affairs | 16,896.00 | | - | |
| 2170010000 - Criminal justice training council | 27,038.00 | | - | |
| 2170011000 - Administration | - | | - | |
| 2200010000 - Agriculture, food and markets - administration | 22,750.00 | | - | |
| 2200020000 - Agriculture - food safety and consumer protection | 72,621.00 | | - | |
| 2200030000 - Agriculture - agricultural development | 25,356.00 | | - | |
| 2200040000 - Agriculture - labs, resources management and environmental | 32,898.00 | | - | |
| 2200150000 - Agriculture-Vermont Agricultural & Environmental Laboratory | 17,803.00 | | - | |
| 3150070000 - Mental health - mental health | 9,064.00 | | - | |
| 3300010000 - Vermont veterans' home - care and support services | 104,611.00 | | - | |
| 3310000000 - Commission on women | 7,735.00 | | - | |
| 3330010000 - Green Mountain Care Board | 10,951.00 | | - | |
| 3400001000 - Agency of human services - secretary's office | 105,519.00 | | - | |
| 3400010000 - Human services board | 5,323.00 | | - | |
| 3410010000 - Department of Vermont health access - administration | 9,953.00 | | - | |
| 3420010000 - Health - administration and support | 38,760.00 | | - | |
| 3420021000 - Health - public health | 119,886.00 | | - | |
| 3420060000 - Health - alcohol & drug abuse programs | 86,996.00 | | - | |
| 3420891501 - Fed match for VT Ed Loan Repay | - | | - | |
| 3440010000 - DCF - Administration & support services | 679,091.00 | | - | |
| 3440020000 - DCF - family services | 546,167.00 | | - | |
| 3440030000 - DCF - child development | 38,028.00 | | - | |
| 3440040000 - DCF - office of child support | 103,146.00 | | - | |
| 3440120000 - DCF - Woodside rehabilitation center | 11,330.00 | | - | |
| 3460010000 - DAIL - administration & support | 265,296.00 | | - | |
| 3460020000 - DAIL - advocacy & independent living grants | - | | - | |
| 3460070000 - DAIL - TBI home and community based waiver | - | | - | |
| 3480001000 - Corrections - Administration | 69,062.00 | | - | |
| 3480002000 - Corrections - Parole Board | 5,065.00 | | - | |
| 3480003000 - Corrections - Education | - | | - | |
| 3480004000 - Corrections -Correctional Services | 2,126,556.00 | | - | |
| 4100500000 - Labor - programs | 30,956.00 | | - | |
| 5100010000 - Education - finance and administration | 78,838.00 | | - | |
| 5100070000 - Education Services | 74,492.00 | | - | |
| 6100010000 - Agency of natural resources - administration | 77,959.00 | | - | |
| 6100040000 - Natural resources - state and local property tax assessment | - | | - | |
| 6120000000 - Fish and wildlife - support and field services | 64,621.00 | | - | |
| 6120891401 - F&W-IRENE Ins reserve Funds | - | | - | |

# FY 2016 PAY ACT REPORT: 3 VSA SEC 2281(4)**

11/12/2015

| | Pay Act Need - General Funds | Allocated Pay Act - General Funds | Pay Act Need - Transp. Funds | Allocated Pay Act - Transp. Funds |
|---|---|---|---|---|
| 6130010000 - Forests, parks and recreation - administration | 19,882.00 | | - | |
| 6130020000 - Forests, parks, and recreation - forestry | 96,471.00 | | - | |
| 6130030000 - Forests, parks, and recreation - state parks | 2,367.00 | | - | |
| 6130040000 - Forests, parks, and recreation - lands administration | 13,455.00 | | - | |
| 6130080000 - Forests, parks and recreation - youth conservation corps | - | | - | |
| 6130090000 - Forests, parks and recreation - forest highway maintenance | - | | - | |
| 6130891401 - FPR-IRENE Ins reserve Funds | - | | - | |
| | | | | |
| 6140020000 - Environmental conservation - management and support services | 12,842.00 | | - | |
| 6140030000 - Environmental conservation - air and waste management | 4,800.00 | | - | |
| 6140040000 - Environmental conservation - office of water programs | 186,737.00 | | - | |
| 6215000000 - Natural resources board | 13,832.00 | | - | |
| 6215201699 - NRB Restructuring | - | | - | |
| 6220001000 - Water Resources Board | - | | - | |
| 7100000000 - Agency of commerce and community development - admin. | 73,716.00 | | - | |
| 7110010000 - Housing and community development | 67,677.00 | | - | |
| 7120010000 - Economic Development | 33,163.00 | | - | |
| 7130000000 - Tourism and marketing | 24,563.00 | | - | |
| 7150020000 - Vermont life | - | | - | |
| 8100000100 - Transportation - finance and administration | - | | 200,000.00 | |
| 8100000200 - Transportation - aviation | - | | 50,000.00 | |
| 8100002000 - Transportation - maintenance state system | - | | 1,200,000.00 | |
| 8100002100 - Department of motor vehicles | - | | 250,000.00 | |
| 8100002200 - Transportation - policy and planning | - | | 300,000.00 | |
| | | | - | |
| ALL_ORGS - All State Organizations | 9,238,459.00 | - | 2,000,000.00 | - |
| | | | | |
| | General funds | | | |
| Executive Branch Salary Costs | 8,306,902.00 | | | |
| Legislative Branch Salary Costs | 183,000.00 | | | |
| Judicial Branch Salary Costs | 748,557.00 | | | |
| Total General Fund Salary Costs | 9,238,459.00 | | | |
| | | | | |
| | | | | |
| Executive Branch Salary Increase Costs - General Funds | 8,306,902.00 | | | |
| HR Non-Salary Pay Act Items | 591,000.00 | | | |
| Vermont Historical Society - Pay Increase per 22 VSA Sec. 285 | 33,181.94 | | | |
| | | | | |
| Total Executive Branch General Funds | 8,931,083.94 | | | |
| Appropriated Executive Branch Pay Act - General Funds | 2,868,165.00 | | | |
| FY 2015 Pay Act Carryforward Balance | - | | | |
| Net Exec. Pay Act Balance - General Funds | (6,062,918.94) | | | |
| | | | | |
| Executive Branch Salary Increase Costs - Transportation Funds | 2,000,000.00 | | | |
| Appropriated Executive Branch Pay Act - Transportation Funds | 2,000,000.00 | | | |
| Net Exec. Pay Act Balance - Transportation Funds | - | | | |
| | | | | |
| Legislative Branch Salary Increase Costs | 183,000.00 | | | |
| Appropriated Legislative Branch Pay Act | 183,000.00 | | | |
| Net Leg. Pay Act Balance | - | | | |
| | | | | |
| Judicial Branch Salary increase Costs | 748,557.00 | | | |
| Appropriated Judicial Branch Pay Act | 944,000.00 | | | |
| Net Jud. Pay Act Balance | (195,443.00) | | | |

**Final Pay Act transfers occur near the end of the fiscal year and may differ from transfers listed above.

Pay Act appropriations are found in 2014 Act 160 Sec. 9