

## MEMORANDUM

**TO:** Joint Fiscal Committee  
**FROM:** Adam Greshin, Commissioner, Department of Finance and Management  
**RE:** Report on FY 2021 Pay Act Allocations (per 3 VSA Sec 2281 (4))  
**DATE:** November 24, 2020

Adam Greshin  
Digitally signed by Adam Greshin  
Date: 2020.11.24 16:34:51 -05'00'

Please find attached the report on distribution of the FY 2021 Pay Act.

The FY 2021 Pay Act appropriations were made in Act 120 of 2020 as follows:

### Executive Branch

\$11,553,795	General Fund	Sec.B.2(a)(1)
\$3,911,750	Transportation Fund	Sec.B.2(a)(2)

### Judicial Branch

\$872,330	General Fund	Sec.B.2(b)
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### Legislative Branch

\$241,000	General Fund	Sec.B.2(c)
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Of the Executive Pay Act amount described above, \$602,500 is committed to various non-salary items and \$290,120 is committed to other bargained provisions stipulated by the VSEA contract.

***Please note, final Executive Pay Act transfers occur near the end of the fiscal year and may differ from transfers listed in the attached schedule based on an assessment of each department's final need. Judicial and Legislative Pay Act transfers occur at the beginning of the fiscal year and typically match the amount appropriated.***

Currently, there is a \$2,808,549 balance between the Executive General Fund Pay Act need and the Executive General Fund Pay Act appropriation and a \$1,147,886 balance between the Executive Transportation Fund Pay Act need and the Executive Transportation Fund Pay Act appropriation. These balances are likely due to a variety of factors, the largest being the impact of the 5-21-20 Secretary's Directive Memo entitled "FY Salary Changes for Exempt Employees – Updated June 1, 2020". These balances will be monitored throughout the FY2022 executive budget development process to ascertain whether funds can be used elsewhere in the budget.

### **Pay Act Calculation Methodology**

The methodology used in developing Pay Act potential need is as follows:

- The General and Transportation Fund share of the required Pay Act are derived from the FY 2021 As Passed budget which reflects an estimated annualized June 30, 2020 payroll base. The analysis controlled for changes in General Fund percentages due to additions of Coronavirus Relief Funds in the FY2021 As Passed budget.
- Department Pay Act salary requirements (that is, the value of the FY 2021 salary increases) are comprised of two components this year:

- A one-time lump sum payment of \$1,400 for eligible employees. This component is calculated using actual payment data from VTHR.; and
- Step increases for an estimated aggregate statewide impact of 1.9%. This component is calculated using position-by-position projections for all employees using the 2021 As Passed budget, which reflects an estimated annualized June 30, 2020 payroll base for departments. The Pay Act potential need is the value of the General and Transportation Fund share of salaries and benefits that are driven by salary (FICA, retirement, life insurance, and LTD).
- The costs of various non-salary contract items and other bargained provisions are stipulated in certain articles of the State-VSEA Bargaining Agreement.

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

# FY 2021 PAY ACT REPORT: 3 VSA SEC 2281(4)\*\*

11/24/2020	(A)	(B)	(C)	(D)
	Pay Act Potential Need - General Funds	Pay Act Potential Need - General Funds (Legislature)	Pay Act Potential Need - General Funds (Judiciary)	Pay Act Potential Need - Transp. Funds
1105500000 - ADS - Agency of Digital Services	2,420			-
1110003000 - Finance and management - budget and management	16,423			-
1120010000 - Human resources - operations	44,745			-
1130030000 - Libraries	26,861			-
1140010000 - Tax - administration/collection	358,759			-
1150400000 - Buildings and general services - information centers	9,131			56,636
1150500000 - Buildings and general services - purchasing	30,199			-
1160050000 - Buildings and general services - postal services	2,462			-
1200010000 - Executive office - governor's office	891			-
1210001000 - Legislative counsel		64,835		-
1210002000 - Legislature		89,774		-
1210006400 - Legislative information technology		23,704		-
1220000000 - Joint fiscal committee		42,012		-
1230001000 - Sergeant at arms		20,675		-
1250010000 - Auditor of accounts	3,245			-
1260010000 - State treasurer	19,858			-
1280000000 - VOSHA review board	700			-
2100001000 - Attorney general	46,909			-
2110000100 - Defender general - public defense	37,688			-
2110010000 - Defender general - assigned counsel	2,985			-
2120000000 - Judiciary			872,330	-
2130100000 - State's attorneys	313,195			-
2130200000 - Sheriffs	99,363			-
2140010000 - Public safety-state police	846,186			265,784
2140020000 - Public safety - criminal justice services	46,166			-
2140030000 - Public safety - emergency management	8,925			-
2140040000 - Public safety - fire safety	7,406			-
2140060000 - Public safety - administration	37,220			-
2140090000 - Public safety - forensic laboratory division	47,254			-
2150010000 - Military - administration	7,805			-
2150020000 - Military - air service contract	15,077			-
2150040000 - Military - building maintenance	9,610			-
2150050000 - Military - veterans' affairs	20,450			-
2160010000 - Center for crime victims services	275			-
2170010000 - Criminal justice training council	31,137			-
2200010000 - Agriculture, food and markets - administration	8,643			-
2200020000 - Agriculture - food safety and consumer protection	68,025			-
2200030000 - Agriculture - agricultural development	20,439			-

	Pay Act Potential Need - General Funds	Pay Act Potential Need - General Funds (Legislature)	Pay Act Potential Need - General Funds (Judiciary)	Pay Act Potential Need - Transp. Funds
2200040000 - Agriculture - labs, resources management and environmental	14,589			-
2200150000 - Agriculture-Vermont Agricultural & Environmental Laboratory	15,748			-
2200160000 - Agriculture-Clean Water Initiative	20,097			-
3150070000 - Mental health - mental health	324,049			-
3300010000 - Vermont veterans' home - care and support services	57,633			-
3310000000 - Commission on Women	5,579			-
3330010000 - Green Mountain Care Board	27,457			-
3400001000 - Agency of human services - secretary's office	69,564			-
3400010000 - Human services board	2,841			-
3410010000 - Department of Vermont health access - administration	217,779			-
3420010000 - Health - administration and support	36,559			-
3420021000 - Health - public health	346,964			-
3420060000 - Health - alcohol & drug abuse programs	10,741			-
3440010000 - DCF - Administration & support services	616,685			-
3440020000 - DCF - family services	609,312			-
3440030000 - DCF - child development	76,113			-
3440040000 - DCF - office of child support	87,843			-
3440100000 - DCF - office of economic opportunity	6,041			-
3440120000 - DCF - Woodside rehabilitation center	125,130			-
3440130000 - DCF - disability determination services	1,622			-
3460010000 - DAIL - administration & support	371,718			-
3480001000 - Corrections - Administration	54,555			-
3480002000 - Corrections - Parole Board	4,929			-
3480003000 - Corrections - Education	96,566			-
3480004000 - Corrections -Correctional Services	2,486,902			-
4100500000 - Labor - programs	56,384			-
5100010000 - Education - finance and administration	34,092			-
5100070000 - Education Services	70,036			-
6100010000 - Agency of natural resources - administration	29,121			-
6120000000 - Fish and wildlife - support and field services	113,080			-
6130010000 - Forests, parks and recreation - administration	13,784			-
6130020000 - Forests, parks, and recreation - forestry	122,950			-
6130030000 - Forests, parks, and recreation - state parks	16,445			-
6130040000 - Forests, parks, and recreation - lands administration	7,530			-
6140020000 - Environmental conservation - management and support services	20,040			-
6140030000 - Environmental conservation - air and waste management	1,847			-
6140040000 - Environmental conservation - office of water programs	135,404			-
6215000000 - Natural resources board	13,039			-
7100000000 - Agency of commerce and community development - admin.	19,104			-
7110010000 - Housing and community development	52,894			-
7120010000 - Economic Development	17,288			-
7130000000 - Tourism and marketing	22,905			-

	Pay Act Potential Need - General Funds	Pay Act Potential Need - General Funds (Legislature)	Pay Act Potential Need - General Funds (Judiciary)	Pay Act Potential Need - Transp. Funds
8100000100 - Transportation - finance and administration	-			320,499
8100000200 - Transportation - aviation	-			26,530
8100001100 - Transportation - program development	-			118,392
8100002000 - Transportation - maintenance state system	-			1,329,324
8100002100 - Department of motor vehicles	-			574,549
8100002200 - Transportation - policy and planning	-			44,303
8100002300 - Transportation - rail	-			26,519
8100005700 - Transportation - public transit	-			1,329
<b>ALL_ORGS - All State Organizations</b>	8,623,412	241,000	872,330	2,763,864
Executive Branch General Fund Salary Costs	8,623,412	(A)		
Legislative Branch General Fund Salary Costs	241,000	(B)		
Judicial Branch General Fund Salary Costs	872,330	(C)		
<b>Total General Fund Salary Costs</b>	<b>9,736,742</b>	<b>(A) + (B) + (C)</b>		
<b>Available Executive Pay Act Appropriation - General Funds</b>	<b>11,553,795</b>	(E)		
Executive Branch Salary Increase Costs - General Funds	8,623,412	(A)		
HR Non-Salary Pay Act Items	602,500	(F)		
Other Bargained Provisions	290,120	(G)		
Vermont Historical Society - Pay Increase per 22 VSA Sec. 285	64,157	(H)		
<b>Total Executive Branch Pay Act Need - General Funds</b>	<b>9,580,189</b>	<b>(A) + (F) + (G) + (H) = (I)</b>		
FY 2020 Pay Act Carryforward Balance	834,943	(J)		
<b>Net Exec. Pay Act Balance - General Funds</b>	<b>2,808,549</b>	<b>(E) - (I) + (J)</b>		
Executive Branch Salary Increase Costs - Transportation Funds	2,763,864			
Appropriated Executive Branch Pay Act - Transportation Funds	3,911,750	(D)		
<b>Net Exec. Pay Act Balance - Transportation Funds</b>	<b>1,147,886</b>			
Legislative Branch Salary Increase Costs	241,000	(B)		
Appropriated Legislative Branch Pay Act	241,000			
<b>Net Leg. Pay Act Balance</b>	<b>-</b>			
Judicial Branch Salary increase Costs	872,330	(C)		
Appropriated Judicial Branch Pay Act	872,330			
<b>Net Jud. Pay Act Balance</b>	<b>-</b>			
Pay Act appropriations are found in 2020 Act 120				
** Final Pay Act transfers occur near the end of the fiscal year and may differ from transfers listed above.				