


MEMORANDUM

TO: Joint Fiscal Committee
FROM: Adam Greshin, Commissioner, Department of Finance and Management 
RE: Report on FY 2020 Pay Act Allocations (per 3 VSA Sec 2281 (4))
DATE: October 30, 2019

Please find attached the report on distribution of the FY 2020 Pay Act.

The FY 2020 Pay Act appropriations for the Executive Branch were made in 2018 Act 191 Sec.15(a)(2)(A) [\$8,569,000 General Fund] and Sec.15 (a)(2)(B) [\$2,368,000 Transportation Fund]. The Judicial Branch is appropriated \$1,090,441 General Fund in Sec.15 (b)(2)(B), and the Legislative Branch is appropriated \$307,000 General Fund in Sec.15 (c)(2).

Of the executive pay act amount described above, \$602,500 is committed to various non-salary items stipulated by the VSEA contract.

Please note, final 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. Currently, there is a \$347,310 estimated gap between Pay Act need and the Pay Act Appropriation. This gap is likely due to a variety of factors, the largest being the impact of position reclassifications that occur after passage of the Pay Act. However, we expect that at the time of the actual distribution of FY 2020 Pay Act, the amount of the appropriation should be sufficient to meet departments' needs. This expectation is based on: 1) actual payroll costs may be lower than currently forecast; 2) many departments carried forward General Funds from FY 2019 into FY 2020 for the purpose of supporting their FY F2020 salary needs; and 3) departments may have other opportunities within their budgets to identify offsetting savings.

Pay Act Calculation Methodology

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

- The General and Transportation Fund share of the required Pay Act are derived from the FY 2020 As Passed budget which reflects an estimated annualized June 30, 2019 payroll base.
- Department Pay Act salary requirements (that is, the value of the FY 2020 salary increases, both COLA and steps) are projected position-by-position for all employees using the 2020 As Passed budget, which reflects an estimated annualized June 30, 2019 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 are stipulated in certain articles of the State-VSEA Bargaining Agreement.

Attachment

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

FY 2020 PAY ACT REPORT: 3 VSA SEC 2281(4)**

10/16/2019	(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
1100010000 - Secretary of Administration	14,422			
1105500000 - ADS - Agency of Digital Services	2,964			
1110003000 - Finance and management - budget and management	30,617			
1120010000 - Human resources - operations	47,551			
1130030000 - Libraries	28,929			
1140010000 - Tax - administration/collection	358,412			
1150400000 - Buildings and general services - information centers	8,935			
1150500000 - Buildings and general services - purchasing	27,914			
1160050000 - Buildings and general services - postal services	1,932			
1200010000 - Executive office - governor's office	46,878			
1210001000 - Legislative council	-	120,031		
1210002000 - Legislature	-	107,335		
1220000000 - Joint fiscal committee	-	51,935		
1230001000 - Sergeant at arms	-	27,699		
1240001000 - Lieutenant governor	5,914			
1250010000 - Auditor of accounts	5,571			
1260010000 - State treasurer	23,539			
1270000000 - State labor relations board	4,622			
1280000000 - VOSHA review board	513			
2100001000 - Attorney general	135,952			
2110000100 - Defender general - public defense	211,972			
2110010000 - Defender general - assigned counsel	3,105			
2120000000 - Judiciary	-		1,090,441	
2130100000 - State's attorneys	302,726			
2130200000 - Sheriffs	103,344			
2140010000 - Public safety-state police	1,337,566			
2140020000 - Public safety - criminal justice services	42,684			
2140030000 - Public safety - emergency management	7,305			
2140040000 - Public safety - fire safety	6,970			
2140060000 - Public safety - administration	42,196			
2140090000 - Forensic Laboratory Division	58,023			
2150010000 - Military - administration	20,721			
2150020000 - Military - air service contract	13,340			
2150040000 - Military - building maintenance	13,934			
2150050000 - Military - veterans' affairs	16,606			
2170010000 - Criminal justice training council	30,075			
2200010000 - Agriculture, food and markets - administration	16,278			
2200020000 - Agriculture - food safety and consumer protection	66,329			
2200030000 - Agriculture - agricultural development	16,109			
2200040000 - Agriculture - labs, resources management and environmental	11,739			
2200150000 - Agriculture-Vermont Agricultural & Environmental Laboratory	14,751			
2200160000 - Agriculture-Clean Water Initiative	16,909			
2280001000 - Human rights commission	11,068			
3150070000 - Mental health - mental health	317,242			
3300010000 - Vermont veterans' home - care and support services	6,278			
3310000000 - Commission on women	8,192			
3330010000 - Green Mountain Care Board	42,909			
3400001000 - Agency of human services - secretary's office	80,497			
3400010000 - Human services board	7,593			
3410010000 - Department of Vermont health access - administration	187,610			
3420010000 - Health - administration and support	44,253			
3420021000 - Health - public health	321,089			
3420060000 - Health - alcohol & drug abuse programs	15,334			
3440010000 - DCF - Administration & support services	492,242			
3440020000 - DCF - family services	578,588			
3440030000 - DCF - child development	62,062			
3440040000 - DCF - office of child support	86,891			
3440100000 - DCF - office of economic opportunity	7,446			
3440120000 - DCF - Woodside rehabilitation center	135,150			
3440130000 - DCF - disability determination services	1,608			
3460010000 - DAIL - administration & support	355,194			
3480001000 - Corrections - Administration	83,424			
3480002000 - Corrections - Parole Board	7,005			
3480003000 - Corrections - Education	94,260			
3480004000 - Corrections -Correctional Services	2,163,814			
4100500000 - Labor - programs	49,345			
5100010000 - Education - finance and administration	43,239			
5100070000 - Education Services	72,452			
6100010000 - Agency of natural resources - administration	51,860			
6120000000 - Fish and wildlife - support and field services	112,574			
6130010000 - Forests, parks and recreation - administration	25,664			
6130020000 - Forests, parks, and recreation - forestry	116,872			

6130030000 - Forests, parks, and recreation - state parks	6,066			
6130040000 - Forests, parks, and recreation - lands administration	7,451			
6140020000 - Environmental conservation - management and support services	21,221			
6140030000 - Environmental conservation - air and waste management	3,261			
6140040000 - Environmental conservation - office of water programs	134,619			
6215000000 - Natural resources board	14,559			
7100000000 - Agency of commerce and community development - admin.	54,118			
7110010000 - Housing and community development	61,050			
7120010000 - Economic Development	22,898			
7130000000 - Tourism and marketing	24,022			
8100000100 - Transportation - finance and administration	-			250,000
8100001100 - Transportation - program development	-			500,000.00
8100002000 - Transportation - maintenance state system	-			1,450,000.00
8100002100 - Department of motor vehicles	-			
8100002200 - Transportation - policy and planning	-			168,000.00
8100002300 - Transportation - rail	-			
8100005700 - Transportation - public transit	-			
8110000200 - Transportation - central garage	-			
ALL_ORGS - All State Organizations	8,378,040	307,000	1,090,441	2,368,000
Executive Branch Salary Costs	8,378,040	(A)		
Legislative Branch Salary Costs	307,000	(B)		
Judicial Branch Salary Costs	1,090,441	(C)		
Total General Fund Salary Costs	9,775,481	(A) + (B) + (C)		
Available Executive Pay Act Appropriation - General Funds	8,569,000	(E)		
Executive Branch Salary Increase Costs - General Funds	8,378,040	(A)		
HR Non-Salary Pay Act Items	602,500	(F)		
Vermont Historical Society - Pay Increase per 22 VSA Sec. 285	60,146	(G)		
Total Executive Branch Pay Act Need - General Funds	9,040,686	(A) + (F) + (G) = (H)		
FY 2019 Pay Act Carryforward Balance	124,376	(I)		
Net Exec. Pay Act Balance - General Funds	(347,310)	(E) - (H) + (I)		
Executive Branch Salary Increase Costs - Transportation Funds	2,368,000			
Appropriated Executive Branch Pay Act - Transportation Funds	2,368,000	(D)		
Net Exec. Pay Act Balance - Transportation Funds	-			
Legislative Branch Salary Increase Costs	307,000	(B)		
Appropriated Legislative Branch Pay Act	307,000			
Net Leg. Pay Act Balance	-			
Judicial Branch Salary increase Costs	1,090,441	(C)		
Appropriated Judicial Branch Pay Act	1,090,441			
Net Jud. Pay Act Balance	-			
Pay Act appropriations are found in 2018 Act 191				
** Final Pay Act transfers occur near the end of the fiscal year and may differ from transfers listed above.				