

FY 2016 Labor Savings Summary

Joint Fiscal Committee Meeting - 11/13/15

State Wide Labor Savings Budget Summary - General Funds (\$ in millions)	
Labor Savings Per 2015 Act 58 B.1104	5.00
Pay Act Reduction	5.61
Total labor Savings Goal	10.61

Achieving the Labor Savings	
Labor Savings Measures	
Department Reductions	4.78
Reduced Internal Service Funds	0.40
Increased Direct Applications	0.86
Retirement Savings	2.63
Total	8.67
Difference	(1.94)

FY 2016 Pay Act Picture	
Current Pay Act Funding Appropriated	2.87
Funds saved through Labor Savings Measures	6.04
Less 2015 Act 58 B.1104	(5.00)
Plus Retirement Savings	2.63
Total Pay Act Funding Available	6.54

Total Estimated Pay Act Need (per Pay Act Report)	9.00
Total Additional Need	2.46

Meeting Additional Pay Act Need

- Extension of Benefit Savings will remain in the Department Budgets
- Carryforward; some Departments carried forward General Funds knowing that Pay Act funds are limited in 2016

Summary of Administrative Savings allocated Per 2015 Act 58 Sec. B.1103 and B.1104

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	GF Big Bill Allocation	Calculated GF Allocation *	Difference
B.1103(a) - Information Technology Charges	400,000	411,310	11,310
B.1103(b) - Human Resources	44,000	58,341	14,341
B.1103(c)(1) - Efficient Use of Space	120,000	197,691	77,691
B.1103(c)(2) - Energy Efficiency	100,000	164,741	64,741
B.1103(c)(3) - Fleet and Mileage Reimbursement	250,000	298,955	48,955
B.1103(d) - Fuel Pricing	1,000,000	1,000,000	-
B.1104 - Labor Savings	5,000,000	5,182,512	182,512
Total	6,914,000	7,313,550	399,550

* The FY 2016 Big Bill included estimates for the General Fund share of reductions to internal service fund charges. After determining how to achieve these reductions, the General Fund share was calculated based on how each internal service fund was budgeted by each department and reductions were taken accordingly. The result was an additional General Fund Savings of \$400k.

Summary of Direct Applications to be included in the Budget Adjustment Attributable to Labor Savings Exercise	
Secretary of State - Services Fund	159,517
Financial Regulation - Securities Regulatory Fund	61,932
Financial Regulation - Insurances Regulatory Fund	195,565
Public Service Department - Gross Receipts	134,946
Public Service Board Fund	75,426
Liquor Control Enterprise Fund	134,978
Financial Regulation - Captives Fund	100,000
Total	862,364

2015 Act 58 Sec. B. 1104 - Transportation Funds 1,500,000

The Agency of Transportation is actively managing and tracking vacancies to meet their labor savings target. The Secretary of Transportation reviews all vacancies weekly to ensure the Agency meets its target, and does not anticipate any issues in meeting that target. Specific appropriation reductions have not yet been allocated; this will be captured in the 4th quarter of FY 2016 to reflect the actual vacancy experience throughout the fiscal year.

**Allocation of Labor and Administrative Savings Per 2015
Act 58 Sec. B.1103 and B.1104
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	General Fund Reduction
General Government	
Secretary of Administration	59,300
Finance and Management	49,169
Human Resources	58,842
Libraries	18,797
Tax	474,214
Buildings & General Services	32,599
Governor's Office	43,887
Legislature	75,971
Lieutenant Governor	256
Auditor of Accounts	202
State Treasurer	97,205
State Labor Relations Board	361
VOSHA Review Board	65
Total General Government	910,868
Protection	
Attorney General	152,896
Defender General	17,975
Judiciary	199,670
State's Attorneys & Sherriff's	121,789
Public Safety	1,488,030
Military	51,239
Criminal Justice Training Council	59,361
Agriculture, Food & Markets	46,334
Human Rights Commission	1,690
Total Protection	2,138,984
Human Services	
AHS Central Office	219,882
Vermont Health Access	413,113
Health	646,238
Mental Health	292,392
Children & Families	425,030
Disabilities, Aging & Indep. Living	63,951
Corrections	844,062
Vermont Veterans' Home	185,656
Commission on Women	1,528
Green Mountain Care Board	35,917
Total Human Services	3,127,769
Labor	45,595
Education	13,227
Natural Resources	
ANR Central Office	20,871
Fish & Wildlife	225,997
Forests, Parks & Recreation	31,521
Environmental Conservation	769,304
Natural Resources Board	3,495
Total Natural Resources	1,051,188
Commerce & Community Development	
ACCD Administration	4,915
Housing & Community Development	10,941
Economic Development	5,450
Tourism & Marketing	4,613
Total Commerce &Community Development	25,919
Total General Fund Reduction	7,313,550

Summary of Labor Savings Reductions Taken to address 2015 Act 54 Sec. B1104

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Department	Elimination of Vacant Positions	RIFs	Total Positions Reduced	Position Savings	Other Savings	Total General Fund Savings	Total Savings All funds	Explanation of Other Savings
AoA - Secretary's Office	1	1	2	56,904	-	56,904	162,582	Position reduction in Workers Comp Program
Buildings and General Services (ISF Reduction)	7	0	7	130,846	-	130,846	562,331	
Human Resources	3	0	3	53,583	-	53,583	349,743	
Human Resource (ISF Reduction)				131,722		131,722		
Finance and Management	1	0	1	46,343	-	46,343	106,782	
Finance and Management (ISF Reduction)				17,268		17,268		
DII (ISF Reduction)	3	0	3	123,932	-	123,932	270,280	
Tax	0	4	4	279,740	130,400	410,140	410,140	Reduced contracts
Treasurer	0	1	1	57,542	33,390	90,932	90,932	Operating Savings
Governors Office	0	0	0	36,340		36,340	36,340	Vacancy Savings
Total General Government	15	6	21	934,220	163,790	1,098,010	1,989,130	
State's Attorneys & Sheriffs	0	0	0	-	85,510	85,510	85,510	Reduced Overtime
Attorney General	1	0	1	131,885	-	131,885	131,885	Vacancy savings
Secretary of State	0	1	1	56,761	102,756	159,517	159,517	Delay contract payment, Increase Direct Application
Financial Regulation	1	2	3	207,164	50,333	257,497	257,497	Increase Direct Application
Public Safety	0	0	0	436,728	610,000	1,046,728	1,046,728	Slowed Vehicle replacement schedule, reduce fitness pay, increase Vacancy Savings, shift to special funds
Public Service Department	0	0	0	-	134,946	134,946	134,946	Increase Direct Application
Public Service Board	0	0	0	-	75,426	75,426	75,426	Increase Direct Application
Criminal Justice Training Council	0	1	1	29,313	-	29,313	29,313	
Liquor Control	2	0	2	134,978	-	134,978	134,978	Increase Direct Application, One Temp reduction
Total Protection	4	4	8	996,829	1,058,971	2,055,800	2,055,800	
Secretary's Office	4	0	4	166,823	20,986	187,809	442,730	2-1-1 contract reduction
DVHA	4	0	4	408,568	-	408,568	1,058,294	Increase Vacancy Savings
Health	6	0	6	265,330	327,959	593,289	852,357	Increase Federal and GC fund use
Mental Health	6	2	8	272,583	-	272,583	608,628	
Children & Families other	6	0	6	236,500	-	236,500	415,852	
Disabilities Aging and independent Living	1	0	1	37,036	-	37,036	82,303	
Green Mountain Care Board	0	0	0	-	35,104	35,104	78,061	Reduce Contracts
Vermont Veterans' Home	3	0	3	179,858	-	179,858	179,858	
Total Human Services	30	2	32	1,566,698	384,049	1,950,747	3,718,083	
Environmental Conservation	0	0	0	722,741	-	722,741	847,791	Changes to the Onsite Septic Program
Fish and Wildlife	0	1	1	117,578	-	117,578	117,578	
Total Natural Resources	0	1	1	840,319	-	840,319	965,369	
Commerce	1	0	1	100,000	-	100,000	100,000	
Total Reductions	50	13	63	4,438,066	1,606,810	6,044,876	8,828,382	

* Green Cells are increased Direct Applications

Distribution of Retirements by Agency/Department

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	Positions Not Refilled	Positions Refilled	Total Retirements	Total Savings FY 2016	Total Savings FY 2017
General Government					
Secretary of Administration	1	-	1	39,149	71,204
Finance and Management	-	1	1	-	-
Buildings & General Services	6	1	7	185,103	383,714
Human Resources	1	-	1	28,615	49,214
DII	2	-	2	111,440	194,519
Libraries	4	-	4	131,660	326,557
Tax	7	2	9	210,856	517,965
Total General Government	21	4	25	706,823	1,543,173
Protection					
Defender General	2	4	6	53,365	108,820
Public Safety	5	-	5	126,139	430,079
Public Service Department	2	-	2	123,308	256,622
Public Service Board	1	-	1	48,100	132,776
Military	5	-	5	190,758	378,182
Agriculture, Food & Markets	4	-	4	170,690	390,746
Financial Regulation	2	1	3	102,591	161,007
Lottery	-	1	1	-	-
Liquor	1	-	1	65,579	118,607
Total Protection	22	6	28	880,530	1,976,839
Human Services					
AHS Central Office	3	-	3	93,871	296,400
Vermont Health Access	-	1	1	-	-
Health	9	2	11	323,016	693,320
Mental Health	2	-	2	94,071	225,927
Children & Families	12	13	25	503,592	1,021,890
Disabilities, Aging & Indep. Living	5	1	6	182,463	443,296
Corrections	12	6	18	631,403	1,183,364
Vermont Veterans' Home	2	-	2	67,187	140,102
Total Human Services	45	23	68	1,895,603	4,004,299
Labor	8	3	11	247,483	690,516
Education	5	-	5	247,850	509,582
Natural Resources					
ANR Central Office	1	-	1	47,575	93,405
Fish & Wildlife	4	1	5	141,992	397,340
Forests, Parks & Recreation	3	1	4	123,690	354,471
Environmental Conservation	14	-	14	564,010	1,467,077
Natural Resources Board	2	1	3	56,314	218,904
Total Natural Resources	24	3	27	933,581	2,531,197
Commerce & Community Development					
ACCD Administration	-	1	1	-	-
Tourism & Marketing	1	-	1	29,283	96,291
Vermont Life	1	-	1	3,081	96,578
Total Commerce & Community Development	2	1	3	32,364	192,869
Transportation	39	15	54	1,201,508	3,535,333
Total	166	55	221	6,145,742	14,983,808

Summary By Fund	FY 2016	FY 2017
General Funds	2,010,236	4,456,370
Global Commitment Funds	208,571	564,861
Interdepartmental Transfers	278,330	578,953
Internal Service Funds	235,073	516,128
Special Funds	793,987	2,066,912
Transportation Funds	1,225,410	3,515,449
Tobacco Funds	44,048	81,840
Education Funds	43,221	79,304
Enterprise Fund	24,611	133,345
Federal Funds	1,282,253	2,990,646
Total Savings	6,145,740	14,983,808

Summary of \$2.6M General Fund Savings through Retirement Incentive

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	General Fund Savings	General Fund Equivalent ¹	2016 GF Vacancy Savings	Total GF Savings
General Government				
Secretary of Administration	-	-	-	-
Finance and Management	-	-	-	-
Buildings & General Services	-	-	-	-
Human Resources	-	-	-	-
DII	-	-	-	-
Libraries	93,105	-	-	93,105
Tax	210,856	-	33,852	244,709
Total General Government	303,961	-	33,852	337,813
Protection				
Defender General	47,824	-	11,492	59,316
Public Safety	98,397	-	-	98,397
Public Service Department	-	-	-	-
Public Service Board	-	-	-	-
Military	19,384	-	-	19,384
Agriculture, Food & Markets	126,075	-	-	126,075
Financial Regulation ²	-	102,591	-	102,591
Lottery	-	-	-	-
Liquor ³	-	65,579	-	65,579
Total Protection	291,680	168,169	11,492	471,342
Human Services⁴				
AHS Central Office	25,712	5,542	-	31,254
Vermont Health Access	-	-	13,812	13,812
Health	20,459	9,689	2,829	32,977
Mental Health	5,633	36,993	-	42,626
Children & Families	234,556	27,249	129,151	390,956
Disabilities, Aging & Indep. Living	58,017	14,322	3,592	75,931
Corrections	588,182	-	150,410	738,592
Vermont Veterans' Home	16,545	-	-	16,545
Total Human Services	949,104	93,794	299,794	1,342,693
Labor	-	-	-	-
Education	199,163	-	-	199,163
Natural Resources				
ANR Central Office	-	-	-	-
Fish & Wildlife	52,129	-	7,561	59,690
Forests, Parks & Recreation	65,964	-	-	65,964
Environmental Conservation	103,912	-	-	103,912
Natural Resources Board	15,040	-	1,697	16,738
Total Natural Resources	237,045	-	9,258	246,303
Commerce & Community Development				
ACCD Administration	-	-	4,159	4,159
Tourism & Marketing	29,283	-	-	29,283
Vermont Life	-	-	-	-
Total Commerce & Community Development	29,283	-	4,159	33,441
Transportation	-	-	-	-
Total	2,010,236	261,964	358,556	2,630,755

¹ General Fund Equivalent includes savings related to the General Fund; they are specified below based on the individual departments affected

² Increased direct application to the General Fund from the Department of Financial Regulation Special Fund

³ Increased direct application to the General Fund from the Department to Liquor control Special fund and a reduction in the Tobacco fund

⁴ Allocation, effectively reduction the GF backfill of tobacco funds

⁴ Includes the General Fund Component of Global Commitment Funds.