



Vermont Department of Labor

FY 2012 Budget Request

Annie M. Noonan
Commissioner

Department Mission Statement:

The Vermont Department of Labor is dedicated to helping develop and maintain the economic health and safety of Vermont businesses and workers by providing labor market information and various programs supporting safety and health, workforce development, wage and other compensation protection.

Budget Summary:

	Total	General	Federal	Special	Transfer	ARRA
Fiscal 2011 Appropriation	\$35,571,720	\$2,561,430	\$23,172,655	\$3,765,862	\$1,500,001	\$4,571,772
Fiscal 2012 Request	\$31,449,343	\$2,400,316	\$23,888,739	\$3,765,862	\$1,394,426	\$ 0
Change	\$(4,122,377)	\$(161,114)	\$ 716,084	\$ 0	\$(105,575)	\$(4,571,772)

Explanation of Significant Budget Changes

General Funds – The General Fund request for FY12 is the FY11 appropriation after rescissions (based on VDOL’s share of Challenges For Change reductions to the Unified Economic Development Budget) plus a small increase in funding due to adjustments for insurance and internal service savings per Finance & Management.

Federal Funds –Administrative funding for the Unemployment Insurance Division has increased with the claims processing workload. There has also been an increase to Trade Assistance Act (TAA) funding, providing assistance to workers who have lost employment due to business competition from overseas. That said, we lost federal funding for the Navigator’s Program, a pilot program that had been extended for 7 years. This was essentially attributable to 40 states competing for 12 awards.

Special Funds- Level funded.

Interdepartmental Transfer- Agency of Human Services reduced the amount of interdepartmental transfer to VDOL for Reach-Up services. This funding supports (in part) salaries for 15 VDOL staff members located across the state in our Resource Centers. In addition to performing Reach-up functions, these staff members also provide critical services to the unemployed and underemployed individuals. Should this funding be further reduced, it will severely hamper our ability to sustain coverage in many of the Regional Offices, which are already operating at severely reduced levels.

ARRA Funds- Per budget instructions, no Recovery Act funding was included in this budget. There may still be a small amount of activity in two ARRA discretionary grants in FY2012; excess Receipts will be requested if necessary to access those funds.

Programs Administered by VDOL

A brief description of programs administered by VDOL follows; a more detailed description of VDOL programs and deliverable is included in Addendum A.

- Unemployment Insurance –The department identifies businesses that must participate in the unemployment insurance program, collects employer contributions, takes applications for benefits, resolves disputed claims, pays weekly claims, audits performance and enforces the program.
- Workforce Development – Services include matching open jobs to available workers, providing employment counseling, indentifying and meeting the training needs of individuals and businesses. Special emphasis is placed on assisting economically disadvantaged individuals. It also operates a youth

program designed to assist in and out-of-school disadvantaged youth to complete their education, gain occupational skills and transition to the workforce. In addition to providing these services directly, the department provides grants to employers, schools and non-profits to training the workforce. Programs under this function include:

- Workforce Education and Training Fund
 - Workforce Investment Act.
 - Employment Service
 - Registered Apprenticeship
 - Reach Up
 - Adult Technical Education Grants.
 - Work Opportunity Tax Credit
 - Veterans Employment & Training
- Workers' Compensation-Services provided include resolving disputed claims through both informal and formal processes, enforcing the requirement of businesses to have workers' compensation insurance and investigating allegations of fraud.
 - Vermont Occupational Safety & Health Act (VOSHA) enforces occupational health and safety regulations and works with larger employers to reduce accidents.
 - Project WorkSafe provides consulting services to smaller employers to improve occupational health and safety.
 - Labor Market Information - In cooperation with the US Bureau of Labor Statistics the department develops monthly labor forces, job and unemployment statistics. It also produces short and long term occupational projections.
 - Wage & Hour Program handles inquires regarding employment practices and wage claims involving incorrect or unpaid wages, as well as the Child Labor laws in Vermont.
 - Workforce Development Council brings together representatives of business, government and the non-profit sectors to inform workforce development needs and to help coordinate workforce development.

Performance Outcomes and Measures

Performance measures for programs are included in Addendum B.

Crosswalk Spreadsheet

See attached.

Funding implications and Impact on Vermonters – VDOL's targets provide level funding from revised FY 2011 budget. That said, we remain alert to federal budget discussions that are rumored to potentially cut current and future federal funding. Should such occur, depending on the area of impact, we will likely be faced with difficult decisions on how to meet the challenges, as all programs are running at bare bones.

Position Reductions and Vacancy Savings

While the Workforce Development Division has reduced positions due to loss in federal funding, the Unemployment Insurance (UI) Division still has 18 additional limited and temporary positions to provide services for the increased unemployment claims. (Federal funding fully supports the salaries of the additional UI positions.)

The Workers' Compensation Program has realized some vacancy savings as a result of delays in filling vital positions, which were vacant prior to the change in Administration.

As positions become vacant, the Commissioner's office continues to critically analyze the necessity to fill.

Federal Funding

The Department's federal funding has increase by approximately \$716,000, primarily in response to increased demand for services in our UI division.

Title XII Advances (Vermont Unemployment Trust Fund)

Despite it being several years since Vermont has had any Title XII advances to finance the payment of unemployment benefits, we began borrowing funds from the Federal Government on February 19, 2010. Borrowing continued through April 28, 2010, and resumed again on December 15, 2010. We are expected to continue borrowing until late April of 2011. As of February 4, 2011, Vermont's loan balance totals \$50.1 million, and we estimate a balance of \$82.9 million by the close of the federal fiscal year, September 30, 2011.

While the Title XII loans are repaid through employers Federal Unemployment Tax Account (FUTA), interest¹ is a general fund obligation and will be due September 30, 2011. Prior Federal Acts waived interest payments of all borrowing states through December 31, 2010. As such, we estimate Vermont's interest obligation will be \$3.6 million, calculated at 4.0869% rate January 1, 2011 through September 30, 2011.

Grants

Vermont has a \$135,000.00 Summer Employment Opportunity (SEO) grant. The SEO provides academic and occupational summer experiences to WIA eligible youth ages 14-21. We target the neediest youth who are out of school, homeless, in foster care (as well as those aging out of foster care), etc. Assist in participating youth to work toward at least one of the US Department of Labor's goals and/or credentials depending on the age of the youth. Other grants are detailed in the WETF and ATE Next Generation grant reports included in Addendum B.

Carry Forwards

The department had \$361,531 in general funds to carry forward at the end of FY10. These were funds that had been obligated to subgrantees that had not yet expended the funds and requested reimbursement. This is not an unusual situation, though the exact amount of these encumbered funds varies from year to year.

¹ We recognize there are efforts on a federal level to waive interest on outstanding loans. Interest noted assumes there are no changes in current law.

VDOL Detailed Program Descriptions

During this next year the department will look for further ways to improve service to Vermont's businesses and workforce, as well as assisting the increased numbers of unemployed, who are in need of both benefit payments and job retraining. The department has updated its website to assist the user to more easily access information and services from all divisions. The department, with federal funding, will be upgrading its unemployment claims application to provide enhanced service. In all areas of the Department, we continue to look for enterprise opportunities, more efficient delivery models, and enhance partnerships to better leverage strained funding.

The Department of Labor's total fiscal 2012 request is approximately \$31.5 million. 76 percent of the funding is federal with 12 percent special funds, 7.5 percent general funds and 4.5 percent interdepartmental transfer.

Economic and Labor Market Information

The Economic and Labor Market Information Division, in cooperation with the US Bureau of Labor Statistics, surveys businesses and utilizes information from the Current Population Survey to produce a wide variety of information on jobs, the labor force, occupations, and workplace injuries and deaths. The division also produces a number of reports for the US Department of Labor's Employment and Training Administration. The Economic and Labor Market Information Division has 13 employees. Its funding is 100 percent federal. There remains a threat of significant federal budget cuts to this activity.

Information generated by the Division is used by other state agencies particularly the Department of Economic Development and the Regional Development Corporations. We produce monthly reports disseminated to and used by a wide variety of Vermont businesses, along with projections related to labor and employment movement. The Division can produce certain specialized reports upon request.

Currently the division is heavily engaged in a federal grant with several other states. Upon completion of the grant, Vermont will be better able to project employment sectors and future labor demands.

Unemployment Insurance and Wages Division

The 95 full-time and limited service employees of the Unemployment Insurance (UI) and Wages Division process claims for unemployment compensation, oversees employer tax contribution functions, ensures UI program integrity and compliance, and provides wage and hour law guidance. Over the last year, the division processed approximately 769,000 weekly claims for unemployment benefits, resolved 21,000 disputed claims, and processed 88,000 employer reports. Benefit payments in calendar year 2009 totaled \$217 million. Federal funds account for 94 percent of the division's resources and pay for unemployment insurance activities.

The Benefit Accuracy Measure and Tax Performance System programs test methods and procedures, many of which are related to federally mandated performance measures. The Program Integrity Unit audits paid unemployment benefits to detect and administer improper payments stemming from unreported employment, resulting in credit adjustments to taxable

employers. The Employer Services Unit and Unemployment Claims Center handle employer and claimant unemployment insurance needs, as well as investigation potential misclassification and fraud issues.

During the last year, the Wage and Hour program handled 7,500 inquiries from businesses and workers and pursues about 250 wage claims, resulting in the recovery of approximately \$125,000 of unpaid wages being turned over to claimants. The Wage and Hour program works closely with employers and employees to educate them of their rights and responsibilities under the Vermont employment laws as well as oversees the program to get mandatory postings out to Vermont employers. The division also provides information about wage and hour and child labor laws and resolves wage disputes. The 2 FTE Wage and Hour staff are supported with general funds.

The Division is also responsible for administering the Employer Health Care Contributions, Domestic and Sexual Violence Transition Benefits, and Employee Leasing program.

During the past year the Division completed the following projects:

- Launched web application for employers to file return-to-work dates for workers along with populating their new hire information.
- Launched web application for employers to submit weekly certifications on STC plans
- Increased the number of employers filing and paying quarterly reports electronically
- Overall increase on claimants enrolled in direct deposit
- Expanded work search reporting to claimants with extended filing
- Ensured smooth transition off from Extended Benefits (EB) and EUC as Vermont triggered off from these programs (as a result of reductions in the unemployment rate).
- Initiated the implementation of a federal Reemployment Eligibility Assessment (REA) Grant

The Division continues work on the development and improvement of the following:

- Electronic benefit payments (via debit cards)
- Various Internet applications to assist claimants and employers with responding to department request and/or accessing/updating individual account information.
- On-line filing and work search verification
- Investigating employer/claimant fraud and misclassification

Workforce Development Council

The Workforce Development Council is designated as the State Workforce Investment Board under the Federal Workforce Investment Act, and under State law 10 VSA 541. The Council advises the Governor on the development and implementation of a comprehensive, flexible and responsive workforce education and training system. The Council, by law, has a business majority to help ensure that the workforce development efforts of the public members of the Council are consistent with business needs.

The Department serves as fiscal agent for the Council and its staff is housed at our offices at 5 Green Mountain Drive. Limited funding is provided to the Council from the Department and the federal government.

The 2010 legislative session made changes to the legislation authorizing the Regional Workforce Investment Boards (WIBs). In Act 146, Regional Technical Centers were assigned to take over these responsibilities. However, the Technical Centers were offered the option of declining. Five Centers agreed to assume these responsibilities and six pre-existing WIBs were subsequently re-authorized. One regional Technical Center that had been serving as the WIB declined to continue, and a new WIB was authorized in that region.

Workers' Compensation and Safety Division

The Workers' Compensation and Safety Division offers a number of services focused upon workplace safety and resolving disputes between injured workers and their employers.

The division's goal is to:

- Reduce injuries and shorten time for those injured to return to work.
- Make safety a "core" value for all employers
- Lower workers' compensation costs

The division's strategy is to:

- Combine labor market information and workers' compensation to better determine what sectors need the most focus.
- Reach out to the medical community, employer groups, health and safety associations, insurers and others to reduce injuries and identify efficiencies.
- Acknowledge and commend those employers in Vermont who have successful workplace safety programs.

The Workers' Compensation program of the division ensures that workers who are injured because of work receive medical and disability compensation from the employer or employer's insurance company. The program is a Charter unit, and is engaged in an effort to streamline its processes to be more effective and efficient. It is important to note the Department does NOT set worker's compensation insurance rates. That function is performed by the Banking, Insurance, Securities and Health Care Administration. The 17 staff provides dispute resolution, including form audits, mediation, adjudication, and compliance reviews. In FY 2010 the division received 16,683 injury reports (a significant decrease most likely attributable to the higher rate of unemployment during that period). Approximately 4,000 of the injuries involve lost work time of three or more days. Approximately 166 interim orders were issued, and 179 cases were referred for formal hearing, many of which were resolved through the new mediation process; 50 formal hearing decisions were issued. The Workers' compensation Program at VDOL is funded by an assessment on workers' compensation premiums. Because it is anticipated that premiums will continue to drop or remain flat in calendar year 2010, it is necessary to increase the assessment rate again this year. In addition, program staff track employer compliance with Vermont's workers' compensation laws, and investigate alleged fraud. Where non-compliance or fraud is identified, administrative sanctions and penalties are issued. During the last fiscal year, approximately 60 misclassification/no insurance investigations were conducted and 54 claimant fraud or insurer malfeasance investigations were conducted. Twenty-two administrative citations and penalties were issued. Penalties totaling \$221,120 have been assessed, but only \$14,565 has been collected. Some penalties are still in contest, and some are involved in Superior court collection actions.

The Vermont Occupational Safety and Health Administration (VOSHA) works to ensure that all persons are provided safe and healthy conditions at their workplace. Activities include inspecting workplaces for violations of VOSHA standards and imposing penalties for violations classified as Serious. Additional penalties are assessed if violations are not corrected. In addition compliance officers investigate serious workplace accidents. The VOSHA inspections at Vermont businesses are mandatory. The department also recognizes businesses for their efforts in workplace safety with programs such as the Green Mountain Voluntary Protection Program (VPP). The Vermont Compliance Assistance Specialist works with trade associations and industry groups to help employers comply with the VOSHA Safety and Health standards. The 14 employees are funded on a 50 percent federal, 50 percent general fund basis. Last year (federal fiscal year ending 09/30/2010) VOSHA conducted 372 inspections, found and ordered correction of 532 serious, repeat or willful violations and 233 other than serious violations, and collected \$667,612 in penalties, which were turned over to the general Fund.

Project WorkSAFE provides voluntary consulting services to employers wishing to improve the health and safety condition of the workplace. Its six employees are funded with a combination of federal and state funds. Seventy-five to eighty percent of the funding is federal and the remainder is a mixture of general funds and funding from the workers' compensation administrative fund. Federal OSHA grant requirements have a target of 200 visits to the private sector for onsite safety and health consultations including review or development of safety and health management programs. 25 onsite public sector onsite safety and health consultations were conducted, including review or development of safety and health management programs. Additional responsibilities include: developing and providing safety and health trainings to Vermont companies on new OSHA regulations and other topics as requested; emergency response consultation and assistance with radiological and biological issues, in cooperation with the Vermont Department of Health and the Department on Public Safety; maintaining and increasing the amount of VT Companies in the Safety and Health Achievement Recognition Program (SHARP); and, developing recommendations for the Governors' Workplace Safety Awards. In FY 2010 WorkSAFE conducted 227 employer consultation visits. Staff identified and had corrected 863 serious hazards in these workplaces, and identified and had corrected 64 less serious hazards.

The RoadSafe employer traffic safety program provides educational outreach to employers concerning employee travel related hazards. Travel related accidental injury or death continues to be a significant problem in Vermont and nationally. The program provides a regular safety newsletter, and works closely with the Governor's Highway Safety Council, and industry groups to promote awareness and traffic safety education. The one employee in this program is funded through a federal grant.

The Passenger Tramway Program inspects the construction, operation and maintenance of ski tows, lifts and trams and monitors them for compliance with state regulations. Each year there are about 250 injuries related to ski lifts over the course of 4 million skier days. Vermont's 26 ski areas pay the cost of this program. There are three inspectors.

Workforce Development Division

The Workforce Development Division provides employment services and training assistance to businesses and workers.

State-funded programs include:

- The Next Generation Program, first established by the 2007 Legislature, continues to fund a variety of programs that promote the creation and retention of high quality jobs, and the growth of a highly skilled workforce by funding occupational skills training, internships for secondary and post-secondary students, and other specialized training activities that lead to employment with new and existing businesses. The Workforce Education and Training Fund (WETF) is the largest of the Next Generation Programs, providing grants under two categories, Training and Internships. During the most recent program year, approximately 1800 new and incumbent workers received training that upgraded their skills and wages. Over 500 secondary and post-secondary students participated in WETF sponsored internships.
- The Registered Apprenticeship Program continues to be one of VDOL's most effective workforce training models. The combination of technical classroom instruction and paid hands-on training under a qualified employer sponsor, ensures that training is relevant, current, and directly tied to employment. Apprenticeship is supported by a combination of state general funds and "special funds" that consist of employer-paid tuition for classroom instruction. This year, VDOL served nearly 300 employer sponsors. In total there were over 700 registered apprentices in more than 20 occupations.
- The Reach Up Program receives funding from the Economic Services Division of the Department for Children and Families to enable the Vermont Department of Labor to provide employment services statewide, to Reach Up (TANF) participants through a contractual agreement with the Division of Vocational Rehabilitation and its AHS Creative Workforce Solutions initiative. In the most recent program year, 650 people who received services started new jobs, and 205 people started Community Service positions to meet work requirements.

Federally funded programs include:

- The Workforce Investment Act (WIA) consists of three separate elements WIA funding is governed by national allocation formulas.
 - The Youth programs focus on serving at-risk youth. Priority is given to out-of-school youth, with the option of serving in-school youth most at risk of dropping out.
 - The Adult program primarily serves low-income individuals with little to no work experience who need to enter the labor.
 - The Dislocated Worker program offers individuals who have lost their jobs due to a major layoff or plant closure the resources necessary to become re-employed, including Rapid Response activity provided on behalf of workers who will be displaced early on in a plant closure or downsizing event.

In the most recent program year, we served:

PY 2009

	Number Served	Average Cost
Adult	623	\$4,564
Youth	802	\$5,582
Dislocated Worker	351	\$6,691
Total	1,776	\$5,444

- The Trade Adjustment Assistance (TAA) is a federal program which offers help to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports.
- Alien Certification Program is funded to process applications submitted by employers to bring foreign workers into Vermont. Its role is to insure that employers explore every source for domestic workers before issuing a certificate that will allow INS to bring foreign workers into the Vermont workplace. Two major components are agricultural and non-Ag Certification.
- Local Veterans Employment Representatives/Disabled Veterans Outreach Program
 - LVER's have functional responsibility for ensuring priority in employment services to Veterans in each regional office, as well as providing direct service to Veterans. DVOP's perform outreach to disabled Veterans through part-time out-stationing in Veterans' organizations and perform direct services to Veterans.
- Work Opportunity Tax Credit (WOTC) is a Federal income tax credit that encourage employers to hire from nine targeted groups of job seekers. It can reduce employer Federal income tax liability as much as \$2,400 per new hire.

Additional federal grants totaling approximately \$1.5 M:

- The National Emergency Grant, on-the-job training grant (ARRA) to assist those experiencing prolonged unemployment beginning January 1, 2008.
- The Female Offender Re-entry Grant provides training and job placement and support services to women transitioning from incarceration.
- The Labor Market Improvement Grant is a discretionary Vermont acquired on behalf of 8 states and Georgetown Technical University, which is directed towards developing tools to accurately project real time job availability in emerging occupations.
- Regional Innovation Grant is a competitive grant used for planning economic development future of the Northeast Kingdom.
- A training program for mine safety.

Administration

Administration consists of the commissioner's office, the business office, information technology, building maintenance and other support activities. The cost of administration is allocated across the various programs based upon a federally approved allocation formula, which focuses upon personal services costs.

Vermont Department of Labor
Workforce Development Programs

Workforce Education & Training Fund
FY 2010 Report

July 1, 2009 – June 30, 2010



Department of Labor
State of Vermont



**WETF Training Projects FY 2010
July 1, 2009 – June 30, 2010**

Green:

Auto Craftsmen LTD. of Montpelier was awarded \$4,725 to coordinate delivery of an eight hour training course in maintenance and repair of hybrid vehicles for up to 20 master technicians.

Associated General Contractors of Vermont was awarded \$50,000 to purchase licensure from Green Advantage and provide certified "Green training" in energy efficiency and sustainable design to at least 100 trainees.

IBEW Local 300/VTJATC was awarded \$48,064 to expand an intensive green jobs training program for electrical workers. Approximately 40 apprentices and 150 journeyman electricians will participate.

Biebel Builders Incorporated of Windsor was awarded \$40,313 to help offset the cost of re-training 8 long term workers in emerging energy efficient technologies

Vermont Technical College was awarded \$7,100 to supplement a grant that supported the delivery of 10 sessions of weatherization/energy efficiency training at VTC and locations around the state for 40 individuals.

Biebel Builders was awarded \$20,910 to train its 16 key people in several categories of energy conservation, healthy environment, building performance diagnostics and renewable energies.

Highfields Center for Composting was awarded \$6,855 to provide training and certification as compost specialists for 1 new and 1 current employee.

Health Care:

North Country Hospital of Newport was awarded \$23,825 to deliver certification training to approximately 90 RNs, respiratory therapists and physical therapists in three critical treatment areas.

Association of Africans Living in Vermont, Inc. was awarded \$42,492 to expand an existing program. In partnership with the Visiting Nurses Association (VNA) and Vermont Adult Learning (VAL), they will screen, train, and place 40 refugee and immigrant workers in Home Care Provider I positions.

Copley Hospital was awarded \$3,243 to send one staff person to Emory University to participate in a train-the-trainer session in wound care therapy. Upon return, the staff person will educate the nursing staff and develop a multidisciplinary wound care management team.

High Tech:

Data Systems Inc. of Burlington was awarded \$1,500 to train 2 current employees in the latest version of ProIV developer (VIP), a 4th generation programming language used to develop software for customers in manufacturing and distribution.

SB Electronics, Inc. of Barre was awarded \$100,000 to train its existing workforce of approximately fifty workers, plus up to twenty-five new hires in the latest industry-recognized processes that will reduce lead times, cost and cycle times, and finished product inventories.

Numia Medical Technology of Lyndonville was awarded \$25,270 to help offset the cost of multiple occupational skill trainings that are specific to the manufacture of delicate medical instruments. Up to 8 new and 4 current employees will be trained.

Vermont Composites was awarded \$47,096 to launch Quality, Engineering and Leadership training programs to educate approximately 80 hourly and salaried team members from several departments over the next year.

BioTek Instruments, Inc. was awarded \$8,832 to upgrade the critical skills of 17 existing employees (CNC machinists, CNC programmers, quality inspectors and design engineers) so that they can utilize the current industry standard in Geometric Dimensioning & Tolerancing (GD&T) (ASME Y14.5-2009).

Dealer.com was awarded \$150,000 to provide occupational skills training to approximately 300 new employees who will be stationed at their newly remodeled location in Burlington.

Leadership:

Vermont Technical College, in collaboration with the Central Vermont Human Resources (CVHR) group, was awarded \$7,632 to deliver human resources and leadership training for incumbent workers employed by members of the CVHR, and other local businesses. Ten to 15 trainees will complete the introductory class and 20-25 will complete the advanced.

Marlboro College was awarded \$10,000 to expand a program previously funded by the WETF. Over the next twelve months Marlboro College will offer four additional sessions of the Nonprofit Management Certificate Program. More than 80 people will participate.

Lamoille Valley Chamber of Commerce was awarded \$21,800 to coordinate delivery of two sessions of the Situational Leadership II training program to individuals who currently work for Lamoille County employers in the utilities, manufacturing and hospitality sectors. Approximately 40 workers will be trained.

United Way of Chittenden County was awarded \$19,000 to develop and deliver a training model for 45 current and potential supervisors that teaches the practical workplace application of "Working Bridges" principles.

Omega Optical was awarded \$7,650 to contract with the Vermont Technical Center—Technology Extension Division (TED) to provide a 3 day Institute: Applying Effective and Efficient Performance Management Practices.

King Arthur Flour was awarded \$20,000 to offer leadership training to 14 current employees. The training is designed to develop leadership competencies that are critical to the company's success.

Manufacturing:

Burton Snowboards was awarded \$35,720 to offset the cost of Cope & Associates to deliver a variety of training topics that are customized for Burton's unique culture and manufacturing environment. Approximately 150 individuals will be trained.

Long Trail Brewing Company was awarded \$6,200 to provide technical training to two brewers via the Siebel Institute of Technology in order to improve their skills for greater job security.

Maple Mountain Woodworks was awarded \$80,000 to expand their wood processing business in Richford. Approximately 21 new employees will be hired.

Finance:

Davis & Hodgdon Associates CPAs of Williston was awarded \$3,994 to send one current employee to specialized training in "Successful Selling", offered by Sterling Management Systems.

FY 2010 WETF Grants by Region									
(7/1/09-6/30/10)									
WETF Grant Recipient	Central VT	NW VT	SW VT	NE VT	SE VT	Statewide	Total - All Grants	Individuals to be Served	Employers to be Served
	Barre Morrisville White River	Burlington Middlebury St. Albans	Rutland Bennington	St. J Newport	Springfield Brattleboro				
VT Nondestructive Testing		\$24,900						6	1
Davis & Hodgdon Associates CPAs		\$3,994						1	1
Auto Craftsmen LTD	\$4,725							20	15
AGC / Vermont						\$50,000		100	30
Vermont Technical College	\$7,632							30	12
Data Systems Inc.		\$1,500						2	1
Marlboro College						\$10,000		80	30
Vermont Center for Deaf / Hard of Hearing Inc.					\$20,842			50	1
Lamoille Valley COC	\$21,800							40	10
North Country Hospital				\$23,825				90	6
William E. Dailey Precast, LLC			\$10,575					85	1
Association of Africans Living in Vermont		\$42,492						40	3
The Village of Johnson	\$4,100							1	1
VT Criminal Justice Training Council						\$82,489		26	25
IBEW Local 300						\$48,064		190	10
Biebel Builders Inc #1					\$40,313			8	1
Vermont Technical College						\$7,100		40	10
SB Electronics, Inc.	\$100,000							70	1
United Way of Chittenden County						\$19,000		45	5
Burton Snowboards		\$35,720						150	1
Numia Medical Technology				\$25,270				12	1
Vermont Agency of Agriculture						\$9,750		25	5
Copley Hospital	\$3,243							14	3
International Center for Captive Insurance Education						\$19,859		40	
Long Trail Brewing Co	\$6,200							2	1
Omega Optical					\$7,650			15	1
North Country Supervisory Union				\$45,097				150	3
Vermont Composites			\$47,096					80	1
BioTek Instruments, Inc		\$8,832						17	1

P. 14 of 87

Vermont Department of Labor

NEXT GENERATION TRAINING AND INTERNSHIP PROGRAMS

FY 2010

NORTHWEST VERMONT
Burlington, Middlebury, St. Albans
 Obligations: \$408,927
 WETF Training:
 Individuals To Be Served: 545
 INTERNSHIPS:
 Individuals To Be Served: 48

NORTHEAST VERMONT
St. Johnsbury, Newport
 Obligations: \$101,047
 WETF Training:
 Individuals To Be Served: 252
 INTERNSHIPS:
 Individuals To Be Served: 0

CENTRAL VERMONT
Barre, Morrisville, White River
 Obligations: \$195,539
 WETF Training:
 Individuals To Be Served: 197
 INTERNSHIPS:
 Individuals To Be Served: 18

SOUTHWEST VERMONT
Rutland, Bennington
 Obligations: \$81,385
 WETF Training:
 Individuals To Be Served: 165
 INTERNSHIPS:
 Individuals To Be Served: 120

SOUTHEAST VERMONT
Springfield, Brattleboro
 Obligations: \$89,715
 WETF Training:
 Individuals To Be Served: 89
 INTERNSHIPS:
 Individuals To Be Served: 0

PROGRAMS WITH STATEWIDE IMPACT
 Obligations: \$502,472
 WETF Training:
 Individuals To Be Served: 636
 INTERNSHIPS:
 Individuals To Be Served: 348

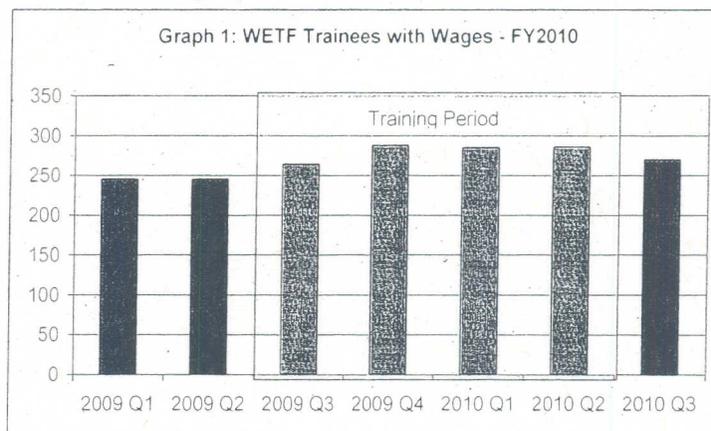
TOTALS
 Obligations: \$1,353,966
 WETF Training:
 Employers To Be Served: 187
 Individuals To Be Served: 1,796
 INTERNSHIPS:
 Employers To Be Served: 314
 Individuals To Be Served: 526

Full Service Map, InDesign, 12/2010

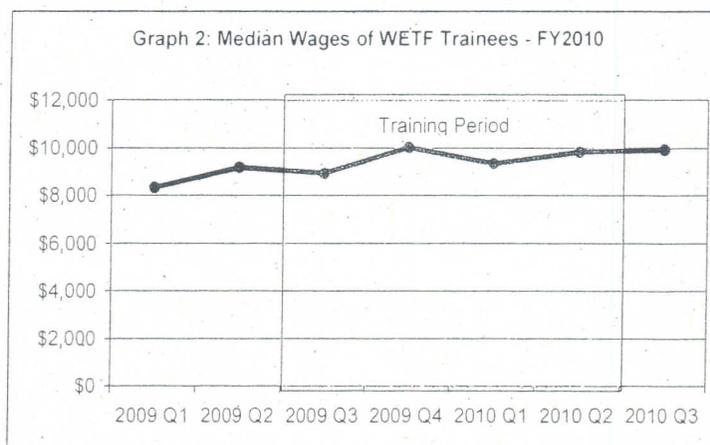
Preliminary Median Wage Analysis Workforce Education and Training Fund Participants Period of Training: Fiscal Year 2010

As part of Sec. 5.801.1 of the 2009 Next Generation Act and reinforced by Act 156, Sec. B.1100, social security numbers for individuals trained through the Workforce Education & Training Fund (WETF) were collected. This allowed for the analysis of wage records for individuals trained through the program in fiscal year 2010. Due to a myriad of factors, including, but not limited to invalid and incomplete information, data for only a sample (approximately 30%) of the individuals trained was able to be analyzed. Graphs 1 and 2 display the results of this analysis.

In Graph 1, the number of training participants with wages greater than zero is displayed. As detailed in the graph, the trend is positive in that more individuals had wages post training than pre training. Specifically, Graph 1 shows 245 wage records with earnings above zero in the second quarter of 2009 (the quarter before training) versus 270 wage records in third quarter 2010 (the first quarter after the training period) – a +10.2% percent increase.



Graph 2 shows a positive change in the quarterly median wage for individuals trained through the WETF. The median quarterly wage increased by 8.3% between the second quarter of 2009 to the third quarter of 2010. A comparable statewide metric is not available as of the date of this analysis. On an annualized basis, the analysis shows a median wage increase from \$36,755 to \$39,805 between second quarter 2009 and third quarter 2010.



It is important for individuals referencing this analysis to be aware of the limitations and or weaknesses with the underlying data; examples of which are:

- possible issues with the sample not being representative of the trained population
- the absence of a "without training" group or "but for" scenario for comparison purposes
- the business cycle, seasonal factors and the impact of the recent economic downturn
- the number of hours worked as well as the potential for multiple job holders
- industry specific factors which could impact wages by quarter
- the quality of the training and the resulting productivity increases

For a more comprehensive discussion on the performance of training programs in general, please reference Vermont Training Program Performance Report prepared by Steven M. Gold for the Vermont General Assembly Joint Fiscal Office per Sec. 14 a of Act 78, 2010.

Vermont Department of Labor

ACT 46/Next Generation Programs

FY 2011 Mid-Year Summary

July 1, 2010 – December 31, 2010



Department of Labor
State of Vermont



**WETF Training Projects
Mid-Year Report
July 1, 2010 – December 31, 2010**

Copley Hospital of Morrisville was awarded \$6,363 to hire a local, full-time employee as an operating room nurse in order to eliminate the need for travelers. This employee will be sent to the six week perioperative education program at Dartmouth Hitchcock Medical Center. When the program at Dartmouth is complete, the participant will begin working with a mentor at Copley. His wages will be \$22.69/hr after successfully completing the training.

Commonwealth Dairy of Brattleboro was awarded \$66,465 to train a total of 21 new employees in skills relating to the operation of a Class II dairy processing facility. All production employees will be trained in "Good Manufacturing Practices" (GMP) and Food Safety/Handling (including SQF training). Eleven of these employees will also be trained in operational/technical skills necessary to make Class II dairy products including HACCP regulations and/or dairy equipment operation. Starting wages are \$12 - \$20/hr plus benefits of up to an additional \$3.00 - \$5.00/hr. Six of the 21 employees will be trained in Dairy Inventory Control Systems management with starting wages of \$12 - \$18/hr plus benefits of up to an additional \$3.00 - \$4.50/hr.

Cedar Hill Continuing Care Center of Windsor was awarded \$31,584 to provide training to a total of 96 incumbent workers, 15 in supervisory skills, and 81 in dementia training. The pay increase will be \$1.00/hr for each nurse after completion of the supervisory skills course. Incumbent staff who attend dementia awareness training will be given \$.50/hour after completion of the course. Thereafter, based on observed application of this training, staff members will be awarded a 2-3% raise annually.

Green Mountain Concert Services of Essex Junction was awarded \$12,847 to develop and pilot an "Advanced Supervisor Training Program" which will improve security guard management skills. Upon completion, supervisors will receive a \$1/hr wage increase. In addition, the company will train all flaggers in CPR & First Aid and develop and pilot a Crew Chief/Driver training program that will increase pay for qualified employees. A total of 180 employees will be trained; 120 new hires and 60 incumbent workers.

TLC Nursing Associates, LLC. of Winooski was awarded \$9,900 to provide Personal Care Attendant (PCA) training for 45 new hires. Each class will train 15 individuals to become Certified PCAs, at a starting wage of \$10.00-11.00/hr. After graduation, the individual will have the ability to work in a private home care setting for TLC.

Tivoly, Inc. of Derby Line was awarded \$34,715 to provide in-house training using their skilled employees/group leaders to train new and recalled workers to work as CNC Equipment Operators/ Precision Grinders. These positions require that the worker produce a very precise, high quality product. A total of 24 workers will be trained including up to 16 new hires. Wages for recalled workers will increase from \$13.00/hr with benefits to \$15.00/hr with benefits, in accordance with the union contract.

microDATA GIS, Inc. of St. Johnsbury was awarded \$58,489 to provide training in 9-1-1 software and services to 8 incumbent and 4 new employees. microDATA GIS, Inc will partner with Devscovery, Unitek Education, HDI, Pilothouse, pbxnsip, RMC Project Management, Inc. and TONEX to provide the trainings. After completing training, participants will receive wage increases of up to \$8,000 annually, depending on their position.

Numia Medical Technology of Lyndonville was awarded \$4,000 to send three employees to the Boston Embedded System Conference. As a result of attending this conference, the incumbent workers will become trainers and share their knowledge with other staff. In addition, they will most likely receive wage increases as part of their overall performance reviews. Over the next 9 months, Numia will be hiring up to 8-9 new employees at wages starting at \$60,000.

Stowe Tree Experts was awarded \$2,403 to send three workers to a national tree conference. Two employees will become certified tree care safety professionals and will receive a \$3.00/hr raise as a result. The other will enhance his arboricultural skills and will be made a part of the management

team. Training will be provided by the Tree Care Industry Association (TCIA) and will take place at the annual TCIA Expo in Pittsburgh, PA.

Associated General Contractors of Vermont was awarded \$25,114 to provide customized training in fiber optics installation and service for approximately 18 employees of Eustis Cable Enterprises of Brookfield, VT. This specialized training is not currently available in Vermont. After the training, Eustis Cable will be able to compete for work on a larger scale throughout New England.

North Country Hospital was awarded \$20,080 to fund the following courses: Basic EKG Interpretation, Triage Toolbox, Advanced Fetal Assessment and Monitoring, and Essentials of Critical Care Orientation. 98 people will be trained, including 20 from other area hospitals. After completing training, participants will earn wage increases through a Clinical Ladder Advancement program.

Total awarded: \$ 271,960

Projected number of individuals to be trained: new jobs: 207

incumbent workers: 294

Total: 501

FY 2011 WETF Grants by Region									
Mid Year Report: July 1, 2010--December 31, 2010									
WETF Grant Recipient	Central VT	NW VT	SW VT	NE VT	SE VT	Statewide	Total - All Grants	Individuals to be Served	Employers to be Served
	Barre Morrisville White River	Burlington Middlebury St. Albans	Rutland Bennington	St. J Newport	Springfield Brattleboro				
Copley Hospital	\$6,363.00							1	1
Commonwealth Dairy					\$66,465.00			21	1
Cedar Hill Continuing Care Ctr					\$31,584.00			96	1
Green Mt. Concert Svc.						\$12,847.00		180	1
TLC Nursing Associates, LLC		\$9,900.00						45	1
Tivoly, Inc				\$34,715.00				24	1
microDATA GIS, Inc				\$58,489.00				12	1
Numia Medical Technology				\$4,000.00				3	1
Stowe Tree Experts	\$2,403.00							3	1
Associated General Contractors	\$25,114.00							18	1
North Country Hospital				\$20,080.00				98	9
Totals	\$33,880.00	\$9,900.00	\$0.00	\$117,284.00	\$98,049.00	\$12,847.00	\$271,960.00	501	19

p. 22 of 87

Internship FY 2011

Awardee	Grant Amount	# of Interns	# of Businesses	Secondary Postsecondary
Linking Learning to Life	\$56,449.00	42	40	Secondary
Bennington School and Wkforce Partnership	\$12,500.00	15	6	Secondary
Franklin Grand Isle	\$30,117.00	30	tbd	Sec./Post Sec.
Rutland Regional Ed. Corporation	\$23,617.00	33	13	Secondary
Upper Valley Bus. & Ed. Part.	\$26,217.00	45	30+	Secondary
VABIR	\$1,000.00	tbd	59	Secondary
Community HS VT	\$14,480.00	20	1	Secondary
ReSOURCE	\$14,480.00	16	5	Secondary
VYCC	\$14,480.00	20	1	Secondary
Total: Secondary		221	155+	
Southern Vermont College	\$20,000.00	80	43+	Post Sec.
VBSR	\$30,000.00	50	15+	Post Sec.
VT Technology Council	\$45,051.00	60	tbd	Post Sec.
Vermont Adaptive Ski and Sports	\$18,000.00	12	1	Post Sec.
National Life Group	\$29,789.00	40	1	Post Sec.
Total: Post Secondary	\$142,840.00	242	60+	
Total: Secondary and Post Sec.	\$336,180.00	463	215+	

P-23 of 87

Internship Grant Awards
FY 2011

Students to be served:	Post secondary:	242
	Secondary:	221 +/-
Amount Awarded:	\$336,180.00	
Projects Funded:	14	

Linking Learning to Life (LLL) Partnership- \$149,900

LLL continues to grow and develop its consistent statewide program model providing secondary students internships across the state. The Training Interns & Partnering for Success (TIPS) program connects students and schools with employers. The statewide program will serve more up to 200 students.

Partners include:

- LLL (\$56,449.00)
- Bennington (\$12,500.00)
- Central Vermont (VABIR) (\$1,000.00)
- Franklin Grand Isle (\$30,117.00)
- Rutland Regional Ed. Corporation (\$23,617.00)
- Upper Valley Business and Education Partnership (\$26,217.00)

Vermont Youth Conservation Corps (VYCC) - \$14,480

VYCC will enroll 20 students throughout Vermont in the Green Mountain Internship program. It matches students with green industry internships, accredited energy education in Vermont schools, and jobs. Placements are in new and emerging waste management, natural resource management, energy efficiency and other green technologies.

Community High School of Vermont (CHSVT) - \$14,480

The Community High School of Vermont will continue its successful Harley Time internship program. Students will work at Green Mountain Harley Davidson learning practical and vocational skills while earning science, math and vocational credit. Approximately 20 students will participate in Harley Time.

ReSOURCE - \$14,480

Students with multiple barriers to employment including, disabilities and a limited history of employment will be placed in one of the following training areas: large or small appliance repair, computer systems, office administration, or retail training at ReSOURCE's Household Goods Store or Building Material Center. The program will serve 16 students.

National Life Group - \$29,789

National Life Group will provide paid internships for 40 students who will work in Marketing and Distribution, Protection Division, Equity Services Incorporated, Retirement, Sentinel Asset Management, Financial Management, and Corporate Services. Students will come from seven Vermont colleges.

Southern Vermont College (SVC) - \$20,000

SVC will place over 80 interns with a wide variety of employers. Internships typically take place during a semester, which at Southern Vermont College represents a fifteen-week period and vary in hours from 50 to more than 150, which correlates to the amount of academic credit earned by the student in the internship.

Vermont Businesses for Social Responsibility - \$30,000

VBSR will place 50 students in paid internships during this grant period. Since beginning in 2008, it has partnered with 56 businesses and 19 colleges. Internships vary from 30 hour projects to six month positions.

Vermont Technology Council - \$45,051

This Next Generation internship program will provide 50-75 paid internships for students of higher education in technology-enabled businesses in Vermont. Students will work from 15-40 hours per week; internships will run for 8-12 weeks. The long term goal is to increase the availability of superbly prepared graduates for employment.

Vermont Adaptive Ski and Sports - \$18,000

These funds will allow Vermont Adaptive Ski and Sports to double the size of their existing internship program to serve 12 interns from post-secondary institutions. Interns will work for 13 weeks/semester on a seasonal basis and will work up to 40 hours per week.

VDOL Workforce Development Performance Measures						
		SFY 2010		SFY2011		SFY2012
		Goal	Actual	Goal	*Dec Actual	Proposed Goal
WIA Adult	Entered Employment	70%	64.20%	70%	64.60%	70%
	Employment Retention	80%	84.40%	80%	77.60%	80%
	Average 6-Mos Earnings	\$11,500	\$12,404	\$11,500	\$10,751	\$11,500
WIA Dislocated Worker	Entered Employment	80%	68.30%	80%	69.10%	80%
	Employment Retention	90%	89.10%	90%	92.20%	90%
	Average 6-Mos Earnings	\$13,000	\$11,847	\$13,000	\$14,087	\$13,000
WIA Youth (Older Youth)	Entered Employment	65%	65.40%	65%	53.70%	65%
	Employment Retention	85%	68.40%	85%	64.70%	85%
	Ae Earnings Change	\$2,500	\$1,078	\$2,500	\$1,397	\$2,500
Labor Exchange	Entered Employment	55%	46.80%	55%	39%	55%
	Employment Retention	75%	705	75%	54%	75%
	Average 6-Mos Earnings	\$11,500	\$1,427	\$11,500	\$11,800	\$11,500
*Numbers to be validated 2/15/11						
Goals set for a 80% target, per federal guidelines.						

Apprenticeship Statistical Information

- 680 active apprentices
- 289 program sponsors
- Active apprentices in the following occupations:

Advanced Machinist/Toolmaker	Machinist
Auxiliary Operator	Maintenance Repairer/Building
Carpenter	Millwright
Cement Mason	Mold Designer
Child Care Development Specialist	Plumber-Pipefitter
CNC Machinist	Police Officer
Construction Craft Laborer	Power Systems Operator
Dairy Farmer	Reactor Operator
Electronic Health Records Abstractor	Sheet Metal Worker
Electrician	State Trooper
Electrician/Industrial	Telecommunications Technician
Electrician/Substation	Toolmaker
Electronic Technician	Tramway Maintenance Technician
HVAC Technician	Utility Worker
Licensed Nursing Assistant	Weatherization Installation Technician
Line Maintainer	

Key Occupations and Apprenticeship Programs/Sponsors

Occupations

- 237 Electrician apprentices
- 170 Plumber/Pipefitter apprentices
- 49 Child Care Development Specialist apprentices
- 35 Line Maintenance apprentices
- 32 Auxiliary Operator apprentices
- 9 Licensed Nursing Assistant apprentices

Sponsors

- In electrical, the International Brotherhood of Electrical Workers has the largest program with 38 apprentices; on the non-union side, Omega Electric Construction has 15 apprentices.
- In plumbing, Local 693 Plumbers and Pipefitters has the largest program with 13 apprentices; on the non-union side, New England Air Systems has 12 apprentices.
- In child care, all of the sponsors have less than 4 apprentices each.
- In line maintenance, CVPS is the largest sponsor with 11 apprentices.
- In auxiliary operation, Entergy/Vermont Yankee is the only sponsor.
- In LNA, Fletcher Allen Health Care is the only sponsor.

Unemployment Insurance Management and Performance Report Vermont

07/01/2009 - 06/30/2010

CORE MEASURES	ALP	Quarter 9/30/2009	Quarter 12/31/2009	Quarter 3/31/2010	Quarter 6/30/2010	7/01/2009 to 6/30/2010
First Payments						
All First Payments in 14/21-days	87%	86.3	91.3	91.0	94.3	91.0
Nonmonetary Determinations						
Nonmonetary Determinations in 21 days	80%	65.2	60.6	69.7	87.0	70.2
Nonmonetary Separation Quality	75%	82.8	80.0	63.0	75.9	75.8
Nonmonetary Nonseparation Quality	75%	78.6	75.0	70.4	65.4	73.1
Appeals						
Average Age of Pending Lower Authority Appeals	30 days***	30.7	32.1	24.1	30.7	30.7
Average Age of Pending Higher Authority Appeals	40 days***	20.4	20.9	21.8	25.0	25.0
Quality of Lower Authority Appeals	80%	95	100.0	100.0	100.0	98.8
Tax						
New Employer Status Determinations in 90 days	70%	80.8	81.6	74.5	84.2	80.1
Tax Quality:	# of Tax functions failing TPS in CY	<= 3	2~	2~	2~	PASS
	# of Tax functions failing TPS in each of three consecutive CYs	0	0~	0~	0~	PASS
Overpayments						
Detection of Overpayments	50%	59.98**	57.55**	58.74**	58.79**	
~ data for last, or last three, CY(s) coinciding with, or prior to, given quarter						
** 3-year aggregate as of given quarter						
*** ALP effective 4/1/2008						
Reemployment	ALP	Quarter 3/31/2009	Quarter 6/30/2009	Quarter 9/30/2009	Quarter 12/31/2009	1/01/2009 to 12/31/2009
Facilitation of Reemployment	62%****	60.27%	68.89%	65.92%	64.48%	64.84%
****Reemployment ALPs vary by state based on each state's Total Unemployment Rate and each state's percentage of claimants not exempt from work search. The new ALP for Vermont is 62%. This will be the ALP used for the State's FY2011 SQSP. Rates are calculated based on the number of beneficiaries receiving UI first payments in a quarter for whom wages are reported in the subsequent quarter. A more detailed analysis can be found in UIPL 17-08.						
SECRETARY STANDARDS IN REGULATION	ALP	Quarter 9/30/2009	Quarter 12/31/2009	Quarter 3/31/2010	Quarter 6/30/2010	7/01/2009 to 6/30/2010
First Payments						
Intrastate UI full weeks within 14/21 days	87%	86.8	92.0	92.0	95.3	91.8
Interstate UI full weeks within 14/21 days	70%	80.5	87.2	80.9	85.2	83.8
Intrastate UI full weeks within 35 days	93%	94.8	96.9	97.5	97.7	96.9
Interstate UI full weeks within 35 days	78%	90.4	94.0	89.6	89.8	91.2
Appeals						
Lower Authority decisions within 30 days	60%	62.4	20.5	27.6	58.8	42.7
Lower Authority decisions within 45 days	80%	93.9	90.3	87.1	95.0	91.6

APL = Acceptable Performance Level

VOSHA FY 2011 Projected Activity

Compliance & Consultation	Projected FY 2011	
	Safety	Health
Private Sector Inspections - Non-Construction	100	60
Private Sector Inspections - Construction	180	20
Public Sector Inspections - Total	20	20
Total Inspections	300	100
Public Sector Consultation Visits	15	5
Total Consultation Visits	15	5

Compliance Assistance	Estimated FY 2011	
	New	Total
VPP Participants - General Industry	2	10
VPP Participants - Construction	0	0
VPP Participants - Public Sector	0	1
Participants in Cooperative Programs with Enforcement Incentives (i.e., Strategic Partnerships)	0	0
Participants in Cooperative Programs without Enforcement Incentives (i.e., Alliances)	1	11
Outreach Participants		800

New participants are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and includes all new sites from that year.

Cooperative Programs with Enforcement Incentives: Programs similar to VOSHA's Strategic Partnership Program that provide enforcement incentives to approved participants, such as inspection exemption or deferral, or reduced penalties.

Cooperative Programs without Enforcement Incentives: Programs similar to VOSHA's Alliance Program that involve joint cooperative efforts by employers, employees, other groups and the State but do not provide enforcement incentives.

Outreach Participants: Projected total number of trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc., during the year.

Note: Fiscal year based on Federal fiscal year.

VOSHA 2010 Inspections

Construction	197
General industry	151
Public sector	24
Total	372

Vermont Fatalities

	<u>Construction</u>	<u>General Industry</u>
2006	2	2
2007	2	1
2009	0	1
2009	0	1
2010	1	1

Vermont Days Away, Restricted or Transferred (DART) - U.S. Bureau of Labor Statistics rates for the period 2006 – 2009 have been reduced for the following industries:

<i>Year</i>	<i>All</i>	<i>Private sector</i>	<i>Manufacturing</i>	<i>Construction</i>	<i>Public sector</i>
2006	2.5	2.5	3.5	5.5	2.5
2007	2.7	2.8	3.4	4.1	2.0
2008	2.4	2.5	3.4	4.0	1.4
2009	2.1	2.2	2.6	3.8	1.3

VOSHA and WorkSAFE State Strategic Plan

Goal 1.1

By 2013 reduce the rate of workplace injuries and illnesses in construction by 15% and reduce fatalities by 25%

<i>Area of Emphasis</i>	<i>Reduction in Injury/Illness Rate</i>	<i>Reduction in fatalities</i>
Construction	15%	25%

Goal 1.2

By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

<i>Area of Emphasis</i>	<i>Reduction in Injury/Illness Rate</i>	<i>Reduction in fatalities</i>
General Industry	15%	25%

WorkSAFE and VOSHA COMPLETED ACTIVITIES FY 2010

All Grant requirements were met and or exceeded. This work was completed by 4.5FTEs for staff.

<i>Activities</i>	<i>Safety</i>	<i>Health</i>	<i>Total Combined Safety & Health</i>
Initial visits	90	51 / 39	180
Training Assistance			63
Follow-Up			37
Interventions (not included in totals)	50	50	
Totals			280

SPECIAL ACCOMPLISHMENTS

The partnership with Green Mountain Coffee Roasters and the Vermont Small Business Development Center continues to grow in popularity and is currently providing free safety and health training for small businesses and their employees. This partnership will conduct four seminars per year on a wide range of safety and health topics. A portion of each session is devoted to safety and health programs. Increase in attendance continues with rates as high as 100.

WorkSAFE is working with the Vermont Department of Health (VDH) to provide training and assistance to emergency responders for the Radiological Emergency Response Team. Two of the Industrial Hygiene (IH) consultants remain on the response team and are fully involved in this effort. The program is now working on providing more aid in other new areas of chemical and biological response. Three IH staff now sit at the VDH Emergency Operation Center as safety officers.

WorkSAFE was a partner in the eighth annual Vermont Work Place Safety Conference offered in Burlington, Vermont to all Industries. Other partners were Small Business Development Center (SBDC), Partnership in Safety, Vermont Chamber, and VT NETS.

WorkSAFE, The Vermont Safety Council and the Chamber sponsored the 6th Annual Governors Workplace Safety Conference. The annual Governors award for outstanding workplace safety was held in Burlington. Awards were given to Long Trail Brewing for the smaller business category and IBM for the larger business category. The nominations were open to all Vermont companies. This conference was held after the Vermont Work Place Safety Conference

Project WorkSAFE was able to recertify Safety and Health Achievement Recognition Program (SHARP) status to VELCO, with multiple sites throughout the state. WorkSAFE awarded new SHARP sites, including DEW construction site at Jay Peak Ski Area, Long trail Brewing, and ATC Environmental, and Engle berth Construction for the Burlington International Air Port garage expansion (received Federal OSHA Approval Jan 2011).

WorkSAFE began training weatherization firms and installers on the hazards of chemicals contained in foam insulation. The Vermont weatherization industry now has a good foundation of information to perform this task.

The VT Yankee tritium release and response was our biggest event.

Project WorkSAFE staff started their response on March 31st 2010 and though scaled down to one day per week (2hrs) at this time, we are still involved. This effort primarily involved three staff members with all time being tracked and billed back to Vermont Emergency Management. Primary tasks included: develop first sampling plan; coordinate with VDH lab and Radiological Health Advisor for radio analysis; develop safety and health plans for responders; and work with dose assessment team and the VY facility. Safety and health plans are updated as new radioactive isotopes were found on site and conditions changed.

WorkSAFE represented at the Northeast Regional Occupational Health Surveillance meeting and the Occupational Asthma meeting for CDC. Attendance enables Vermont to better address occupational asthma with the assistance of Center for Disease Control (CDC) and other states.

Federal OSHA recognized WorkSAFE's SHARP construction pilot and would like to emulate it on the federal level. The Federal OSHA reviewers encouraged us to involve another construction site in the program and we did so at the Airport Parking Lot construction project.

WorkSAFE continues to participate in the Agricultural Safety and Health initiative to make farms safer. We have provided training to UVM extension staff; the Agency of Agricultural, and others on hazard recognition and injury prevention on farms. Based in part on this initiative, farm injuries have been reduced and Workers' Compensation rates have decreased.

Workers' Compensation Program

The Workers' Compensation program of the division ensures that workers who are injured because of work receive medical and disability compensation from the employer or employer's insurance company. It is important to note the Department does NOT set worker's compensation insurance policy rates. That function is performed by the Banking, Insurance, Securities and Health Care Administration. VDOL's Workers' Compensation Program is funded by an assessment on workers' compensation premiums. This assessment provides the funding for 17 staff to resolve disputes and enforce compliance.

The Workers' Compensation and Safety Division offers a number of services focused upon workplace safety and resolving disputes between injured workers and their employers.

The division's goal is to:

- Reduce injuries and shorten time for those injured to return to work.
- Make safety a "core" value for all employers
- Lower workers' compensation costs

The division's strategy is to:

- Combine labor market information and workers' compensation to better determine what sectors need the most focus.
- Reach out to the medical community, employer groups, health and safety associations, insurers and others to reduce injuries and identify efficiencies.
- Acknowledge and commend those employers in Vermont who have successful workplace safety programs.

1st Reports of Injury	16,683	Interim Orders	121
Insurance Co. Denials	2822	Interim Orders – med benefits	45
Insurance Co. Denials Medical	660	Formal hearing docket referral	179
Notice and application for hearing	446	Formal hearing Decisions	50
Request to Discontinue benefits	1312	104 week reviews	1018
Agreements to Compensate	4176	VR 25M – 90 days TTD (screening)	1161
Informal Conferencés	626	Formal VR referrals	290

Project RoadSafe:

The mission of Project RoadSafe is to educate Vermont businesses, their workforce and the public about the benefits of an effective and enforceable workplace driver safety program. In addition to the devastating impact motor vehicle accidents have on the lives of victims and their

families, national data demonstrates that such crashes annual cost employers billions of dollars in worker's compensation and other costs.

Project Road safe pursues its mission through education and outreach, direct training for employer groups, collaborating with other groups and agencies to improve driver safety.

	FY2011 year-to-date	FY2012 goals
Education and Outreach	<ul style="list-style-type: none"> * Twice-monthly electronic newsletters issued (8 issues) reaching more than 1,800 contacts. * Developed and maintaining resources of educational and other materials. * Exhibit at the same trade shows as last year. * Provided Vermont businesses with draft driver safety policies including information about the ANSI/ASSE Z15.1 standard for the operation of motor vehicle 	<ul style="list-style-type: none"> * We plan to review previous activities based on data to determine which activities to maintain, improve or eliminate. * We plan to maintain effective education and outreach activities.
Direct Training	<ul style="list-style-type: none"> * Presentations are planned for several company-sponsored Employee Safety Day Seminars. * Presentations are planned for the National Safety Council / UVM Safety Conference in June. 	<ul style="list-style-type: none"> * We plan to become more involved in direct training opportunities as a result of more company awareness of driver safety.
Collaborative Efforts	<ul style="list-style-type: none"> * Created an Advisory Group comprised of several organizations including: Vermont Truck & Bus Association, AAA of Northern New England, VELCO, Vermont State Police, Federal Motor Carriers Safety Administration, and Worksafe Traffic Control Industries. * Participating in a multi-agency and departmental effort to administer the Strategic Highway Safety Program for Vermont. * Works with safety organizations and business groups such as Vermont Safety & Health Council, VDOL's Project WorkSAFE, the Vermont Small Business Development Center, Associated General Contractors of Vermont, and the Vermont Independent Insurance Agents Association. * We plan to create a "Partners in Driver Safety" program involving several entities directly involved in Highway Safety. 	<ul style="list-style-type: none"> * We plan to strengthen our collaborative efforts through the direct involvement of members of the Advisory Group. * We plan to continue effective collaboration with other driver safety organizations. * We plan to involve the Vermont business community in a tighter collaborative relationship.
Performance Measures	<p>Preliminary indications that W.C. 1st reports of MV injuries less than last year at this time. Confirmation being made.</p>	<p>We will continue to measure our goals with effective data regarding workplace MV injuries/deaths, seatbelt use, distracted driving, and impaired driving.</p>

Fiscal Year 2012 Budget Development Form - LABOR

	General \$\$	ARRA \$\$	Special \$\$	Tobacco \$\$	Federal \$\$	Interdept'l Transfer \$\$	All other \$\$	Total \$\$
Approp #1 VDOL PROGRAM FY 2011 Approp	2,288,674	4,222,948	3,229,987	0	21,170,870	1,305,001	0	32,217,480
Standard adjustments: insurance, VISION/HRMS, Fee-for-space,	19,297							19,297
Reduction in ARRA grant funds		(4,222,948)						(4,222,948)
Reduction in Reach Up Grant contract from AHS						(40,047)		(40,047)
Move between Approp #2 Approp #1			104,250		93,769			198,019
Increase in grant awards (LMI, TAA & UI Admin funds)					934,914			934,914
Decrease in grant awards (Disability Navigator funds)					(218,830)			(218,830)
FY 11 Rescissions	(31,053)							(31,053)
Subtotal of increases/decreases	(11,756)	(4,222,948)	104,250	0	809,853	(40,047)	0	(3,360,648)
FY 2012 Governor Recommend	2,276,918	0	3,334,237	0	21,980,723	1,264,954	0	28,856,832
Approp #2 VDOL ADMINISTRATION FY 2011 Approp	272,756	348,824	535,875	0	2,001,785	195,000		3,354,240
Standard adjustments: insurance, VISION/HRMS, Fee-for-space, retirement, etc.								0
Reduction in Reach Up Grant contract from AHS						(65,528)		(65,528)
Move between Approp #2 Approp #1			(104,250)		(93,769)			(198,019)
Reduction in ARRA grant funds		(348,824)						(348,824)
FY 11 Rescissions	(149,358)							(149,358)
								0
								0
Subtotal of increases/decreases	(149,358)	(348,824)	(104,250)	0	(93,769)	(65,528)	0	(761,729)
FY 2012 Governor Recommend	123,398	0	431,625	0	1,908,016	129,472	0	2,592,511
Approp #3 (Name): FY 2011 Approp								0
(List increased/decreased costs to reach Gov Recom)								0
								0
								0
								0
								0
								0
								0
								0
								0
								0
Subtotal of increases/decreases	0	0	0	0	0	0	0	0
FY 2012 Governor Recommend	0	0	0	0	0	0	0	0
Approp #4 (Name): FY 2011 Approp								0
(List increased/decreased costs to reach Gov Recom)								0
								0
								0
								0
								0
								0
								0
								0
								0
								0
Subtotal of increases/decreases	0	0	0	0	0	0	0	0
FY 2012 Governor Recommend	0	0	0	0	0	0	0	0
LABOR FY 2011 Appropriation	2,561,430	4,571,772	3,765,862	0	23,172,655	1,500,001	0	35,571,720
TOTAL INCREASES/DECREASES	(161,114)	(4,571,772)	0	0	716,084	(105,575)	0	(4,122,377)
LABOR FY 2012 Governor Recommend	2,400,316	0	3,765,862	0	23,888,739	1,394,426	0	31,449,343

P. 34 of 81

FISCAL YEAR 2012
DEPARTMENT PROGRAM PROFILE

DEPARTMENT: LABOR

Name and brief narrative description of program (not to exceed 2 sentences for each)	GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
Alternative Trade Wage Insurance Provides incentives to older workers eligible in the TAA program to accept lower paying employment by supplementing their wages.								
FY 2010 expenditures				110,000		110,000		
FY 2011 estimated expenditures				110,000		110,000		
FY 2012 budget request				162,000		162,000	1	
Career Development Earmark Designed to establish a statewide web based portal to provide career information and services related to career development.								
FY 2010 expenditures				173,000		173,000		60,000
FY 2011 estimated expenditures				0		0		0
FY 2012 budget request				0		0		0
Apprenticeship Designed to train a proficient workforce via classroom instruction and on-the-job training. The program registers apprentices, supervises and monitors their on-the-job training, and contracts with instructors and facilities to provide technical training.								
FY 2010 expenditures	685,323		350,000			1,035,323		425,000
FY 2011 estimated expenditures	685,323		313,562			998,885		415,000
FY 2012 budget request	619,249		235,254			854,503	6.5	415,000
Catamount Health Insurance State-sponsored plan for those otherwise uninsured.								
FY 2010 expenditures			394,072			394,072		
FY 2011 estimated expenditures			394,072			394,072		
FY 2012 budget request			394,072			394,072	4	
UI Admin Funds Accumulated penalty and interest funds that can be used for UI administrative needs which are not funded federally.								
FY 2010 expenditures			424,717			424,717		
FY 2011 estimated expenditures			654,372			654,372		
FY 2012 budget request			654,372			654,372	1	
Current Employment Statistics Monthly payroll survey of business establishments to produce current sample based estimates of employment, hours and earnings in industry and area detail.								
FY 2010 expenditures				115,000		115,000		
FY 2011 estimated expenditures				125,560		125,560		
FY 2012 budget request				140,000		140,000	2	

P. 35 of 87

DEPARTMENT:LABOR									
Name and brief narrative description of program (not to exceed 2 sentences for each)		GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
DII Internal Service Fund									
FY 2010 expenditures		93,977					93,977		
FY 2011 estimated expenditures		96,333					96,333		
FY 2012 budget request		96,824					96,824		
Disability Career Start									
Provides services for youth with disabilities to improve employment outcomes.									
FY 2010 expenditures						0	0		0
FY 2011 estimated expenditures						0	0		0
FY 2012 budget request						0	0		0
Disabled Vietnam-Era Veterans									
Provides effective labor exchange services to eligible veterans and eligible persons with priority given to veterans of the Vietnam-era in accordance with title 58, Chapter 41 & 42 United States Code.									
FY 2010 expenditures						144,000	144,000		
FY 2011 estimated expenditures						155,000	155,000		
FY 2012 budget request						125,000	125,000	2.2	
Domestic Abuse Program									
Unemployment insurance for victims of domestic violence.									
FY 2010 expenditures				30,000			30,000		
FY 2011 estimated expenditures				30,000			30,000		
FY 2012 budget request				30,000			30,000	0.5	30,000
Employee Leasing Companies									
To license companies that wish to engage in employee leasing activities.									
FY 2010 expenditures				24,000			24,000		
FY 2011 estimated expenditures				40,000			40,000		
FY 2012 budget request				40,000			40,000	0.1	
ES-202 Insured									
Employment, Wage & Contributions Report/Publishing Data-BLS									
Processing, editing and publishing data at the state level and for all counties by industry, and making data available for use in planning and operations of employment & training programs.									
FY 2010 expenditures						201,000	201,000		
FY 2011 estimated expenditures						217,762	217,762		
FY 2012 budget request						215,000	215,000	3	
Intercept/New Hire									
Crossmatch between employer new hires and parents owing child support									
FY 2010 expenditures						55,000	55,000		
FY 2011 estimated expenditures						55,000	55,000		
FY 2012 budget request						55,000	55,000	0.5	

P.36 of 87

DEPARTMENT: LABOR									
Name and brief narrative description of program (not to exceed 2 sentences for each)		GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
Labor Area Unemployment Statistics	Monthly estimates of labor force, employment & unemployment for State, MSA's and other areas using data from the current population survey, the UI system and employment statistics.								
FY 2010 expenditures						135,000	135,000		
FY 2011 estimated expenditures						152,344	152,344		
FY 2012 budget request						162,000	162,000	2.5	
Labor Certification-Agriculture	Conduct prevailing wage surveys of agricultural and logging activities, thereby providing workers without knowledge of wages in distant locations a level of wage protection by requiring that intra and interstate clearance orders offer a prevailing wage if it is higher than the federal or state minimum.								
FY 2010 expenditures						126,500	126,500		
FY 2011 estimated expenditures						34,341	34,341		
FY 2012 budget request						34,341	34,341	1	
Labor Certification-Non-Agriculture	Assist ETA to determine the availability of U.S. workers and the potential adverse effect on wages and working conditions that the admission of alien workers might have on similarly employed U.S. workers before employers can obtain a labor certification; assist ETA in conducting prevailing wage surveys and providing wage determination info to employers.								
FY 2010 expenditures						126,500	126,500		
FY 2011 estimated expenditures						66,744	66,744		
FY 2012 budget request						66,744	66,744	1	
Labor Market Info- One Stop	Industrial and occupational projections, capacity building, common UI database, dissemination and wage information.								
FY 2010 expenditures						287,000	287,000		
FY 2011 estimated expenditures						288,282	288,282		
FY 2012 budget request						288,282	288,282	3	
Local Veterans Employment Representatives	Provide effective labor exchange services to eligible veterans and eligible persons with priority given to disabled veterans and veterans of the Vietnam era in accordance with Title 58, Chapters 41 & 42 of the U.S. Code.								
FY 2010 expenditures						334,000	334,000		
FY 2011 estimated expenditures						390,000	390,000		
FY 2012 budget request						444,000	444,000	4.5	

P. 37 of 87

DEPARTMENT: LABOR									
	Name and brief narrative description of program (not to exceed 2 sentences for each)	GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
Mass Layoff Statistics	Identify major layoff and plant closings thru claims filed for Unemployment Insurance. The UI system identifies potential events and local offices pinpoint causes and classify per U.S. BLS requirements.								
FY 2010 expenditures					33,000		33,000		
FY 2011 estimated expenditures					26,993		26,993		
FY 2012 budget request					38,500		38,500	0.5	
Mine Safety & Health Administration	Mine Safety Training								
FY 2010 expenditures					69,000		69,000		69,000
FY 2011 estimated expenditures					69,000		69,000		69,000
FY 2012 budget request					69,000		69,000	1	69,000
Miscellaneous	Funding of small projects not otherwise identified.								
FY 2010 expenditures				0			0		
FY 2011 estimated expenditures				0			0		
FY 2012 budget request				0			0		
Navigator Grant	To provide services to individuals with disabilities to ensure that they have information about all available resources for assistance.								
FY 2010 expenditures					450,000		450,000		29,000
FY 2011 estimated expenditures					300,000		300,000		29,000
FY 2012 budget request					0		0	0	0
Occupational Employment Statistics	Annual sample survey of establishments to determine the statewide occupational distribution of non-agricultural wage and salary employment at the 3-digit standard industrial classification level.								
FY 2010 expenditures					144,000		144,000		
FY 2011 estimated expenditures					156,868		156,868		
FY 2012 budget request					160,000		160,000	2	
Occupational Safety and Health Administration DATA Collection	To collect data on high hazard workplaces.								
FY 2010 expenditures					5,750		5,750		
FY 2011 estimated expenditures					5,750		5,750		
FY 2012 budget request					0		0	0	
VT Dept. of Health	Peer support services and/or training re new mothers re-entering the workforce.								
FY 2010 expenditures						16,000	16,000		
FY 2011 estimated expenditures						16,000	16,000		
FY 2012 budget request						16,000	16,000	0.5	

P. 38 of 87

DEPARTMENT: LABOR									
	Name and brief narrative description of program (not to exceed 2 sentences for each)	GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
Passenger Tramways	Established to prevent unnecessary hazards in the construction, operation and maintenance of ski lifts and tramways.								
FY 2010 expenditures				425,000			425,000		
FY 2011 estimated expenditures				390,000			390,000		
FY 2012 budget request				390,000			390,000	4	
Reach Up	Administrative and case management services for ANFC unemployed parents, 16-17 year old out-of-school youth, single parents, and food stamp non-exempt applicants and recipients.								
FY 2010 expenditures		300,000				2,252,838	2,552,838		
FY 2011 estimated expenditures		300,000				1,349,001	1,649,001		
FY 2012 budget request		300,000				1,233,426	1,533,426	15	
Reed Act	Funds authorized to pay for expenses incurred by the state for administration of Unemployment compensation law.								
FY 2010 expenditures					628,020		628,020		
FY 2011 estimated expenditures					378,020		378,020		
FY 2012 budget request					877,271		877,271	2.5	
Trade Adjustment & Readjustm	Furnish benefits to domestic workers adversely affected by imports of articles which are like, or directly competitive with articles produced by the firm employing the workers								
FY 2010 expenditures					580,000		580,000		
FY 2011 estimated expenditures					996,907		996,907		
FY 2012 budget request					1,404,000		1,404,000	3.5	
Unemployment Insurance and Contingency	Collection of state unemployment compensation taxes from liable employers, making payment of unemployment benefits to eligible workers, recovery of overpayments, appeals processing, and trust fund accounting.								
FY 2010 expenditures			1,475,000		7,693,235		9,168,235		
FY 2011 estimated expenditures			0		9,406,451		9,406,451		
FY 2012 budget request			0		9,979,942		9,979,942	103	

P. 39 of 87

DEPARTMENT:LABOR

Name and brief narrative description of program (not to exceed 2 sentences for each)	GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
VT Governor's IT Training Initiative To establish a cohesive and accessible statewide IT training infrastructure through mentored internships, apprenticeships, web-based technology, outreach, and partnerships with businesses, educational institutions and government.								
FY 2010 expenditures				250,000		250,000		250,000
FY 2011 estimated expenditures				0		0		0
FY 2012 budget request				0		0		0
VT Interactive Television Host Site To assist in offsetting the cost of hosting the Montpelier VIT site.								
FY 2010 expenditures	12,500					12,500		
FY 2011 estimated expenditures	12,500					12,500		
FY 2012 budget request	12,500					12,500		
Vision/HRMS Internal Service Fund								
FY 2010 expenditures	4,109					4,109		
FY 2011 estimated expenditures	5,946					5,946		
FY 2012 budget request	4,831					4,831		
Bureau of Labor Statistics Analyze "green jobs" data in the Northeast, compile CFOI & OSHA data in Vermont.								
FY 2010 expenditures			0	0		0		
FY 2011 estimated expenditures		2,680,000	30,500	30,500		2,741,000		2,315,000
FY 2012 budget request			30,500	30,500		61,000	1	0
VOSHA Compliance To ensure that vermont employers maintain safe and healthful working conditions and work places thru developing standards, enforcement, compliance assistance, and training & education.								
FY 2010 expenditures	631,623			631,623		1,263,246		
FY 2011 estimated expenditures	674,868			726,000		1,400,868		
FY 2012 budget request	642,766			726,000		1,368,766	17	

Page of 87

DEPARTMENT: LABOR									
	Name and brief narrative description of program (not to exceed 2 sentences for each)	GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
VOSHA Consultation-Project WorkSAFE	The consultation/business assistance side of VOSHA is designed to help companies develop and improve workplace safety and health.								
FY 2010 expenditures		0		143,655	393,000		536,655		
FY 2011 estimated expenditures		0		136,230	398,000		534,230		
FY 2012 budget request		0		136,230	398,000		534,230		
Wage and Hour	Administer and enforce state law and rules concerning minimum wage, overtime, wage payments, employee benefits and child labor.							5	
FY 2010 expenditures		188,933					188,933		
FY 2011 estimated expenditures		188,933					188,933		
FY 2012 budget request		174,352					174,352		
Wagner Peysner	Basic labor exchange activities. To recruit employers with openings and bring them together with qualified applicants by providing information to the client about current job openings, and making timely referrals. To prepare Vermonters for participation in the labor market through screening, assessment, counseling, remediation testing and career planning with placement in unsubsidized employment as the goal. To provide technical assistance to employers in developing hiring policies and job specifications. Participation in interstate job bank and UI claimant work searches are funding requirements.							2	
FY 2010 expenditures			1,292,224		2,295,000		3,587,224		
FY 2011 estimated expenditures			400,000		2,296,000		2,696,000		
FY 2012 budget request			0		2,296,000		2,296,000		
Work Opportunity Tax Credit	Eligibility determination, quality reviews of individuals, and issuance of employer certifications on a timely basis.							36	
FY 2010 expenditures					66,000		66,000		
FY 2011 estimated expenditures					66,000		66,000		
FY 2012 budget request					66,000		66,000		
Workers' Compensation	Administration of the workers' compensation program.							1	
FY 2010 expenditures		308,212		1,845,856	0		2,154,068		
FY 2011 estimated expenditures		235,264		1,777,126	0		2,012,390		
FY 2012 budget request		224,245		1,855,434	0		2,079,679		22

P 41 of 87

DEPARTMENT: LABOR									
	Name and brief narrative description of program (not to exceed 2 sentences for each)	GF \$\$	ARRA \$\$	Spec F (incl tobacco) \$\$	Fed F \$\$	All other funds \$\$	Total funds \$\$	Authorized positions	Amounts granted out
		Workforce Development Council (formerly HRIC)	Human Resources Investment Council was established by executive Order 05-93 to make recommendations related to Workforce Education and Training which will contribute to Vermont's economic development, and to implement the recommendations of the Task Force on Workforce Education and Training.						
FY 2010 expenditures		165,892					165,892		160,000
FY 2011 estimated expenditures		162,263					162,263		126,000
FY 2012 budget request		146,395					146,395	0.5	126,000
Workforce Education and Training-WETF	Created by Sec. 157a of Act 62 (H.554) to be used exclusively for the purposes of Workforce Education and Training to improve the skills of Vermont un- and underemployed.								
FY 2010 expenditures		200,000					200,000		350,000
FY 2011 estimated expenditures		200,000					200,000		200,000
FY 2012 budget request		179,154					179,154	2	200,000
Workforce Investment Act Title I	Provides workforce investment activities that increase the employment, retention and earnings of participants, and increase occupational skill attainment by participants which will improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the economy.								
FY 2010 expenditures			5,901,529		5,536,500		11,438,029		5,686,529
FY 2011 estimated expenditures			1,491,772		5,951,353		7,443,125		135,000
FY 2012 budget request			0		6,206,159		6,206,159	62	135,000
Workplace Traffic Safety	Safe driving training.								
FY 2010 expenditures						80,000	80,000		
FY 2011 estimated expenditures						80,000	80,000		
FY 2012 budget request						90,000	90,000	1	
Women Offenders Earmark	To provide services necessary for the successful reentry of women offenders into the workforce.								
FY 2010 expenditures					412,171	0	412,171		253,760
FY 2011 estimated expenditures					574,780	0	574,780		305,147
FY 2012 budget request					0	0	0	0	0
RIG Grant	Planning funds to develop a comprehensive economic development and employment and training plan for the three northern counties in Vermont (Essex, Orleans and Caledonia) in response to the multiple plant closings and reductions in force that have occurred in that region over the past 12 months and are expected over the future 6-9 months.								
FY 2010 expenditures					165,000	0	165,000		83,240
FY 2011 estimated expenditures					250,000	0	250,000		125,000
FY 2012 budget request					0	0	0	0	0
Total Department									
FY 2010 expenditures		2,590,569	8,668,753	3,637,300	21,104,299	2,403,838	38,404,759	0	7,366,529
FY 2011 estimated expenditures		2,561,430	4,571,772	3,765,862	23,172,655	1,500,001	35,571,720	0	3,719,147
FY 2012 budget request		2,400,316	0	3,765,862	23,888,739	1,394,426	31,449,343	314	975,000

P. 42 of 87

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Classified Employees	500000	11,251,072	12,838,072	12,338,106	12,338,106	12,195,076	0
Exempt	500010	530,042	843,456	603,945	603,945	607,606	0
Temporary Employees	500040	115,719	271,040	340,000	340,000	340,000	0
OVERTIME	500060	57,500	160,529	160,000	160,000	160,000	0
SHIFT DIFFERENTIAL	500070	0	3,845	0	0	0	0
FICA - Classified Employees	501000	4,398	956,460	12,240	12,240	0	0
FICA - Exempt	501010	0	63,229	0	0	0	0
FICA - Temporaries	501040	8,853	21,692	26,006	26,006	21,080	0
FICA	501099	695,822	0	759,430	759,430	763,799	0
MEDICARE	501299	162,730	0	177,600	177,600	178,643	0
Health Ins - Classified Empl	501500	0	2,373,442	0	0	0	0
Health Ins - Exempt	501510	0	90,863	0	0	0	0
Health Ins - Other	501520	0	6,027	0	0	0	0
HEALTH INSURANCE	501599	2,471,307	0	2,875,801	2,875,801	3,170,724	0
Retirement - Classified Empl	502000	0	1,549,213	0	0	0	0
Retirement - Exempt	502010	0	87,981	0	0	0	0
RETIREMENT	502099	1,435,521	0	2,037,262	2,037,262	2,186,504	0
Dental - Classified Employees	502500	0	175,251	0	0	0	0
Dental - Exempt	502510	0	7,542	0	0	0	0
Dental - Other	502520	0	397	0	0	0	0
DENTAL	502599	173,017	0	192,486	192,486	181,999	0
Life Ins - Classified Empl	503000	0	46,646	0	0	0	0
Life Ins - Exempt	503010	0	2,281	0	0	0	0
LIFE INSURANCE	503099	42,551	0	47,877	47,877	47,088	0
LTD - Classified Employees	503500	0	2,554	0	0	0	0
LTD - Exempt	503510	0	1,954	0	0	0	0
LONG TERM DISABILITY	503599	3,515	0	3,639	3,639	3,052	0
EAP - Classified Empl	504000	0	7,623	0	0	0	0
EAP - Exempt	504010	0	330	0	0	0	0

F. 45 OT 81

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1		2	3	4	5	6	7
Object/Revenue		FY10 Budget As Passed	FY10 Actual	FY11 Budget As Passed	FY11 Estimated	FY12 Governor Proposed	
Description	Code						
EXPENDITURES							
EMPLOYEE ASSISTANCE PROGRAM	504099	7,084	0	7,728	7,728	8,323	0
Employee Room Allowance	504520	5,000	5,070	5,000	5,000	5,000	0
Employee Tuition Costs	504530	500	225	0	0	0	0
Uniform Rental	504550	0	4,280	0	0	0	0
Misc Employee Benefits	504590	0	239	0	0	0	0
Workers Comp - Indemnity	505000	15,000	14,352	15,000	15,000	15,000	0
Workers Comp - Ins Premium	505200	135,018	211,169	166,447	166,447	255,812	0
Unemployment Compensation	505500	33,476	1,822	33,476	33,476	0	0
Salaries & Wages Budget	000120	11,954,333	14,116,942	13,442,051	13,442,051	13,302,682	0
Fringe Benefits Budget	000150	5,193,792	5,630,642	6,359,992	6,359,992	6,837,024	0
Per Diem	506000	10,000	8,880	10,000	10,000	10,000	0
Other Pers Serv	506200	1,252,224	1,575	560,000	560,000	10,000	0
Depositions	506210	0	474	0	0	0	0
Service of Papers	506240	29,875	5,817	29,875	29,875	29,875	0
Per Diem & Othr Persnl Sv Bdgt	000280	1,292,099	16,746	599,875	599,875	49,875	0
Contr & 3rd Party - Financial	507100	35,000	97,153	60,000	60,000	100,000	0
Contr & 3rd Party - Legal	507200	30,000	64,625	50,000	50,000	70,000	0
Contr&3rd Pty-Educ & Training	507350	96,744	0	37,317	37,317	37,317	0
Contr&3rd Pty - Info Tech	507550	200,000	44,329	200,000	200,000	50,000	0
CONTRACT-WEB DEV. & MAINT.	507551	0	2,208	0	0	0	0
CONTR & 3RD PARTY-PARTICIPANT	507575	2,196,647	6,263,292	2,196,074	2,196,074	2,266,074	0
Other Contr and 3rd Pty Serv	507600	50,000	79,606	65,000	65,000	85,000	0
Contrctd & 3rd Party Serv Bdgt	000320	2,608,391	6,551,213	2,608,391	2,608,391	2,608,391	0
Water/Sewer	510000	12,000	11,482	17,000	17,000	17,000	0
Disposal.	510200	7,600	3,468	4,100	4,100	4,100	0

P.411 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Rubbish Removal	510210	0	0	500	500	500	0
Snow Removal	510300	0	4,184	12,000	12,000	12,000	0
Custodial	510400	60,000	52,095	61,000	61,000	61,000	0
Other Property Mgmt Services	510500	2,000	740	12,000	12,000	12,000	0
Exterminators	510510	500	0	500	500	500	0
Property Management Serv Bdgt	000625	82,100	71,969	107,100	107,100	107,100	0
Repair & Maint - Buildings	512000	56,175	121,557	101,175	101,175	111,175	0
Plumbing & Heating Systems	512010	0	1,466	2,000	2,000	2,000	0
Rep & Maint - Motor Vehicles	512300	0	2,230	5,000	5,000	5,000	0
Rep&Maint-Grds & Constr Equip	512400	0	178	0	0	0	0
REP&MAINT-INFO TECH HARDWARE	513000	100,000	101,637	100,000	100,000	100,000	0
REPAIR & MAINT - OFFICE TECH	513010	0	176	1,000	1,000	1,000	0
Other Repair & Maint Serv	513200	5,000	7,713	2,000	2,000	8,000	0
Repair & Maintenance Svcs Bdgt	000775	161,175	234,957	211,175	211,175	227,175	0
Rent Land & Bldgs-Office Space	514000	568,500	696,451	625,000	625,000	625,000	0
Rent Land&Bldgs-Non-Office	514010	12,000	24,446	50,000	50,000	0	0
Rental of Equipment & Vehicles	514500	25,500	1,994	10,000	10,000	10,000	0
Rental - Office Equipment	514650	320	0	0	0	0	0
Rental - Other	515000	156,122	4,926	75,250	75,250	5,250	0
FEE-FOR-SPACE CHARGE	515010	197,871	0	203,384	203,384	201,944	0
Rentals Budget	001000	960,313	727,817	963,634	963,634	842,194	0
Insurance other than Empl Bene	516000	79,855	40,076	72,398	72,398	49,744	0
Insurance - General Liability	516010	29,777	0	36,839	36,839	38,591	0
Insurance - Auto	516020	34	0	0	0	0	0
Dues	516500	17,500	9,933	17,490	17,490	12,490	0
Licenses	516550	410	840	0	0	1,000	0

P. 45 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Communications	516600	0	4,626	0	0	5,000	0
TELECOM-OTHER TELECOM SERVICES	516650	0	12	1,500	1,500	1,000	0
TELECOM-DATA TELECOM SERVICES	516651	40,000	15,000	40,000	40,000	20,000	0
TELECOM-TELEPHONE SERVICES	516652	150,000	405,585	225,000	225,000	301,407	0
TELECOM-VIDEO CONF SERVICES	516653	0	0	0	0	0	0
IT INTERSVCCOST- DII OTHER	516670	197,934	0	233,630	233,630	266,326	0
IT INTSVCCOST-VISION/ISDASSESS	516671	97,855	114,437	106,575	106,575	111,022	0
IT INTSVCCOST- DII - TELEPHONE	516672	275,000	(2)	200,000	200,000	5,000	0
IT INTSVCCOS-DII DATA TELECOMM	516673	25,000	0	0	0	0	0
ADVERTISING-TV	516811	17,000	975	0	0	1,000	0
ADVERTISING-RADIO	516812	17,000	270	0	0	1,000	0
ADVERTISING-PRINT	516813	16,000	34,304	45,000	45,000	40,000	0
ADVERTISING-WEB	516814	425	0	0	0	0	0
ADVERTISING-OTHER	516815	850	0	0	0	0	0
Advertising - Job Vacancies	516820	3,000	0	0	0	0	0
TRADE SHOWS & EVENTS	516870	0	2,588	0	0	5,000	0
Printing and Binding	517000	65,000	24,946	60,000	60,000	30,000	0
Printing-Promotional	517010	10,000	0	0	0	0	0
Photocopying	517020	650	78	0	0	0	0
Process&Printg Films, Microfilm	517050	3,000	0	0	0	0	0
Registration for Meetings&Conf	517100	20,000	25,105	12,000	12,000	24,902	0
TRAINING - INFO TECH	517110	0	7,151	3,000	3,000	10,000	0
Postage	517200	252,000	852,765	900,000	900,000	900,000	0
Freight & Express Mail	517300	5,000	5,701	10,000	10,000	10,000	0
OUTSIDE CONF, MEETINGS, ETC	517500	0	410	0	0	0	0
Travel-Inst-Auto Mileage-Emp	518000	252,233	288,385	260,000	260,000	290,000	0
Travel-Inst-Other Transp-Emp	518010	0	2,724	500	500	2,500	0
Travel-Inst-Meals-Emp	518020	2,000	571	1,000	1,000	1,000	0
Travel-Inst-Lodging-Emp	518030	5,000	3,657	12,000	12,000	5,000	0

P.46 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue		2	3	4	5	6	7
Description	Code	FY10 Budget As Passed	FY10 Actual	FY11 Budget As Passed	FY11 Estimated	FY12 Governor Proposed	
EXPENDITURES							
Travel-Inst-Incidentals-Emp	518040	1,500	1,107	1,000	1,000	1,000	0
Travel-Inst-Auto Mileage-Nonemp	518300	500	143	2,000	2,000	1,000	0
Travel-Inst-Other Trans-Nonemp	518310	11,200	0	0	0	0	0
Travel-Inst-Incidentals-Nonemp	518340	500	0	0	0	0	0
Travel-Outst-Auto Mileage-Emp	518500	3,000	2,604	3,000	3,000	3,000	0
Travel-Outst-Other Trans-Emp	518510	40,000	16,373	10,000	10,000	20,000	0
Travel-Outst-Meals-Emp	518520	14,000	6,634	6,000	6,000	7,000	0
Travel-Outst-Lodging-Emp	518530	53,000	32,195	30,000	30,000	35,000	0
Travel-Outst-Incidentals-Emp	518540	1,500	1,984	1,500	1,500	2,000	0
Travel-Outst-AutoMileage-Nonemp	518700	0	774	0	0	1,000	0
Other Purchased Services	519000	32,001	23,276	49,000	49,000	49,000	0
HUMAN RESOURCES SERVICES	519006	0	0	0	0	115,566	0
Moving State Agencies	519040	5,000	989	0	0	1,000	0
ENVIRONMENTAL LAB SERVICES	519110	12,000	0	0	0	0	0
Purchased Services Budget	001200	1,756,724	1,926,216	2,339,432	2,339,432	2,367,548	0
Office Supplies	520000	212,000	266,876	262,000	262,000	227,000	0
Vehicle & Equip Supplies&Fuel.	520100	7,000	2,053	5,000	5,000	5,000	0
Gasoline	520110	2,000	949	2,000	2,000	2,000	0
Diesel	520120	0	235	0	0	0	0
Building Maintenance Supplies	520200	0	12,602	10,000	10,000	10,000	0
Small Tools	520220	300	0	0	0	0	0
Electrical Supplies	520230	100	0	1,000	1,000	1,000	0
Other General Supplies	520500	15,000	15,179	35,000	35,000	20,000	0
IT & DATA PROCESSING SUPPLIES	520510	15,000	58,799	45,000	45,000	60,000	0
Cloth & Clothing	520520	500	1,031	2,000	2,000	2,000	0
Electronic	520550	1,000	0	0	0	0	0
Photo Supplies	520560	0	0	1,000	1,000	1,000	0
Fire, Protection & Safety	520590	4,000	16	1,000	1,000	1,000	0

10 10 14 01

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Recognition/Awards	520600	0	0	1,000	1,000	1,000	0
Food	520700	3,000	3,689	2,000	2,000	4,000	0
Natural Gas	521000	12,000	10,539	15,000	15,000	13,000	0
Electricity	521100	105,000	111,326	115,000	115,000	95,000	0
Heating Oil #2	521220	45,000	17,776	30,000	30,000	30,000	0
Heating Oil #6	521230	0	0	0	0	0	0
Books&Periodicals-Library/Educ	521500	7,500	6,285	12,000	12,000	9,000	0
Subscriptions	521510	15,000	14,736	12,000	12,000	15,000	0
Other Books & Periodicals	521520	15,000	8,813	20,000	20,000	10,000	0
Supplies Budget	001800	459,400	530,904	571,000	571,000	506,000	0
HW - OTHER INFO TECH	522200	231,000	58,631	231,000	231,000	75,000	0
Info Tech Purchases-Hardware	522210	0	47	0	0	0	0
HW-SERVER,MAINFRME,DATASTOREQU	522214	230,000	43,152	230,000	230,000	15,000	0
HW-SWITCHES,ROUTER,OTHER	522215	0	4,312	10,000	10,000	10,000	0
HARDWARE - DESKTOP & LAPTOP PC	522216	40,000	38,954	40,000	40,000	40,000	0
HW - PRINTERS,COPIERS,SCANNERS	522217	60,949	12,973	60,949	60,949	30,000	0
SOFTWARE - OTHER	522220	250,000	408,743	450,000	450,000	450,000	0
SOFTWARE - OFFICE TECHNOLOGY	522221	100,000	72,222	100,000	100,000	80,000	0
Maintenance Equipment	522300	0	3,400	0	0	3,843	0
Laboratory Equipment	522350	4,843	0	4,843	4,843	1,000	0
Other Equipment	522400	195,015	(61)	0	0	0	0
Office Equipment	522410	10,000	26,482	10,000	10,000	30,000	0
Educational Equipment	522420	0	0	2,000	2,000	2,000	0
Safety Supplies & Equipment	522440	2,000	0	2,000	2,000	2,000	0
Furniture & Fixtures	522700	50,000	71,983	50,000	50,000	75,000	0
Equipment Budget	002600	1,173,807	740,838	1,190,792	1,190,792	813,843	0
PROPERTY-BLDG&IMPR-NON INFRA	522150	0	0	0	0	0	0

8.190.01.01

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue Description	Code	2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Infrastructure Assets Budget	003000	0	0	0	0	0	0
Department Indirect Costs	523610	0	50,954	0	0	0	0
Single Audit Allocation	523620	94,254	178,717	92,507	92,507	250,000	0
FMS Development Assessment	523820	28,750	0	12,384	12,384	0	0
Income Tax Refund Offset	523880	9,503	0	0	0	0	0
Other Operating Expenses Bdgt	003200	132,507	229,671	104,891	104,891	250,000	0
Grants to School Districts	550020	0	3,858	0	0	0	0
Other Grants	550500	6,236,529	2,854,330	2,843,147	2,843,147	69,000	0
WIA - WORKFORCE INVESTMENT	550605	135,000	0	135,000	135,000	135,000	0
HRIC - HUMAN RESOURCES COUNCIL	550607	160,000	0	126,000	126,000	126,000	0
APPRENTICESHIP	550609	425,000	0	415,000	415,000	415,000	0
WETF (WET FUND)	550610	200,000	0	200,000	200,000	200,000	0
CAREER DEVELOPMENT	55061E	60,000	0	0	0	0	0
Grants Other Than AHS Budget	005005	7,216,529	2,858,188	3,719,147	3,719,147	945,000	0
AHS COST ALLOCATION EXP. ACCT.	799090	0	(3,198,570)	0	0	0	0
AHS Grants Budgets	006125	0	(3,198,570)	0	0	0	0
EXPENDITURE TOTALS		32,991,170	30,437,533	32,217,480	32,217,480	28,856,832	0
MEANS OF FUNDING							
Federal Revenue Fund	22005	18,786,531	16,951,846	21,170,870	21,170,870	21,980,723	0
American Recovery & Reinvest. Act	22040	6,793,753	7,272,455	4,222,948	4,222,948	0	0
General Fund	10000	2,058,632	2,271,856	2,288,674	2,288,674	2,276,918	0
Federal Revenue Fund	102560	18,786,531	16,951,846	21,170,870	21,170,870	21,980,723	0
American Recovery & Reinvestment Act	102565	6,793,753	7,272,455	4,222,948	4,222,948	0	0
General Fund	102590	2,058,632	2,271,856	2,288,674	2,288,674	2,276,918	0

P. 49 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100500000 VDOL Program

Reporting Level: 4100-4100-0003-0000-0000-0000

1 Object/Revenue Description		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
Code							
MEANS OF FUNDING							
Passenger Tramways	21095	421,709	336,709	347,100	347,100	353,701	0
Worker's Comp Admin Fund	21105	1,835,219	1,529,735	1,691,156	1,691,156	1,786,906	0
Employee Leasing Companies	21110	0	15,343	36,304	36,304	34,412	0
Catamount Fund	21196	368,648	363,648	317,228	317,228	348,285	0
Unemployment Comp Contingency	21360	341,190	38,352	559,692	559,692	605,470	0
DET-Apprenticeship Train OFS	21752	349,000	186,324	278,507	278,507	205,463	0
Incorrect Funding Source	99999	0	0	0	0	0	0
Special Fund	102640	3,315,766	2,470,111	3,229,987	3,229,987	3,334,237	0
Inter-Unit Transfers Fund	21500	2,036,488	1,471,265	1,305,001	1,305,001	1,264,954	0
Interdepartmental Transfer	102760	2,036,488	1,471,265	1,305,001	1,305,001	1,264,954	0
TOTAL FUNDING		32,991,170	30,437,533	32,217,480	32,217,480	28,856,832	0
AUTHORIZED EMPLOYEES							
FTE - EXEMPT		7.80	0.00	8.80	8.80	8.80	0.00
# OF POSITIONS		253.00	0.00	278.00	278.00	286.00	0.00
FTE - CLS		244.10	0.00	268.50	268.50	277.50	0.00

10 05 01

Agency Name: Labor

Program: 4100600000 VDOL Administration

Reporting Level: 4100-4100-0004-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Classified Employees	500000	1,530,279	0	1,413,299	1,413,299	1,035,716	0
Exempt	500010	305,781	0	230,922	230,922	224,889	0
Temporary Employees	500040	18,430	0	0	0	0	0
FICA - Temporaries	501040	1,410	0	0	0	0	0
FICA	501099	108,803	0	96,765	96,765	74,172	0
MEDICARE	501299	25,443	0	22,631	22,631	17,347	0
HEALTH INSURANCE	501599	335,839	0	346,395	346,395	288,487	0
RETIREMENT	502099	225,832	0	260,448	260,448	218,588	0
DENTAL	502599	21,264	0	19,954	19,954	15,416	0
LIFE INSURANCE	503099	6,932	0	6,116	6,116	4,652	0
LONG TERM DISABILITY	503599	1,472	0	1,304	1,304	681	0
EMPLOYEE ASSISTANCE PROGRAM	504099	952	0	896	896	783	0
Uniform Rental	504550	3,472	0	4,035	4,035	4,035	0
Workers Comp - Ins Premium	505200	27,414	0	34,000	34,000	34,000	0
Unemployment Compensation	505500	6,956	0	0	0	0	0
Salaries & Wages Budget	000120	1,854,490	0	1,644,221	1,644,221	1,260,605	0
Fringe Benefits Budget	000150	765,789	0	792,544	792,544	658,161	0
Per Diem	506000	4,000	0	4,000	4,000	4,000	0
Other Pers Serv	506200	2,185,212	0	215,000	215,000	0	0
Depositions	506210	50	0	50	50	50	0
Transcripts	506220	250	0	250	250	250	0
Service of Papers	506240	6,000	0	6,000	6,000	6,000	0
Per Diem & Othr Persnl Sv Bdgt	000280	2,195,512	0	225,300	225,300	10,300	0
Contr & 3rd Party - Legal	507200	438	0	438	438	438	0
Contr&3rd Pty-Educ & Training	507350	1,084	0	1,084	1,084	1,084	0
Contr&3rd Pty - Info Tech	507550	43,106	0	43,106	43,106	43,106	0

P. 51 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100600000 VDOL Administration

Reporting Level: 4100-4100-0004-0000-0000-0000

1 Object/Revenue Description		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Other Contr and 3rd Pty Serv	507600	40,000	0	40,000	40,000	40,000	0
Contractd & 3rd Party Serv Bdgt	000320	84,628	0	84,628	84,628	84,628	0
Water/Sewer	510000	2,000	0	2,000	2,000	2,000	0
Disposal	510200	1,300	0	1,300	1,300	1,300	0
Custodial	510400	12,000	0	12,000	12,000	12,000	0
Other Property Mgmt Services	510500	100	0	100	100	100	0
Exterminators	510510	50	0	50	50	50	0
Property Management Serv Bdgt	000625	15,450	0	15,450	15,450	15,450	0
Repair & Maint - Buildings	512000	10,920	0	10,920	10,920	10,920	0
Plumbing & Heating Systems	512010	552	0	552	552	552	0
Rep & Maint - Motor Vehicles	512300	540	0	540	540	540	0
Rep&Maint-Grds & Constr Equip	512400	54	0	54	54	54	0
REP&MAINT-INFO TECH HARDWARE	513000	22,000	0	22,000	22,000	0	0
Repair & Maintenance Svcs Bdgt	000775	34,066	0	34,066	34,066	12,066	0
Rent Land & Bldgs-Office Space	514000	97,500	0	97,500	97,500	97,500	0
Rent Land&Bldgs-Non-Office	514010	2,000	0	2,000	2,000	2,000	0
Rental of Equipment & Vehicles	514500	4,500	0	4,500	4,500	4,500	0
Rental - Office Equipment	514650	65	0	65	65	65	0
Rental - Other	515000	3,200	0	3,200	3,200	3,200	0
FEE-FOR-SPACE CHARGE	515010	2,350	0	2,350	2,350	2,350	0
Rentals Budget	001000	109,615	0	109,615	109,615	109,615	0
Insurance other than Empl Bene	516000	18,013	0	18,013	18,013	18,013	0
Insurance - General Liability	516010	2,853	0	2,853	2,853	2,862	0
Insurance - Auto	516020	382	0	372	372	363	0
Dues	516500	1,500	0	1,515	1,515	1,515	0

10 in vcr.d

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100600000 VDOL-Administration

Reporting Level: 4100-4100-0004-0000-0000-0000

1 Object/Revenue		2	3	4	5	6	7
Description	Code	FY10 Budget As Passed	FY10 Actual	FY11 Budget As Passed	FY11 Estimated	FY12 Governor Proposed	
EXPENDITURES							
Licenses	516550	70	0	70	70	70	0
TELECOM-DATA TELECOM SERVICES	516651	5,000	0	5,000	5,000	5,000	0
TELECOM-TELEPHONE SERVICES	516652	35,000	0	35,000	35,000	35,000	0
IT INTERSVCCOST- DII OTHER	516670	35,000	0	34,995	34,995	34,995	0
IT INTSVCCOST-VISION/ISDASSESS	516671	16,582	0	16,582	16,582	16,582	0
IT INTSVCCOST- DII - TELEPHONE	516672	48,000	0	48,000	48,000	48,000	0
IT INTSVCCOS-DII DATA TELEGOMM	516673	9,000	0	9,000	9,000	9,000	0
ADVERTISING-RADIO	516812	4,500	0	4,500	4,500	4,500	0
ADVERTISING-PRINT	516813	4,500	0	4,500	4,500	4,500	0
ADVERTISING-WEB	516814	75	0	75	75	75	0
ADVERTISING-OTHER	516815	3,000	0	3,000	3,000	3,000	0
Advertising - Job Vacancies	516820	300	0	300	300	300	0
Printing and Binding	517000	9,000	0	9,000	9,000	9,000	0
PRINTING & BINDING-BGS COPY CT	517005	1,500	0	1,500	1,500	1,500	0
Printing-Promotional	517010	3,750	0	3,750	3,750	3,750	0
Photocopying	517020	143	0	143	143	143	0
Process&Printg Films, Microfilm	517050	600	0	600	600	600	0
Registration for Meetings&Conf	517100	5,000	0	5,000	5,000	5,000	0
Postage	517200	6,800	0	6,800	6,800	6,800	0
Freight & Express Mail	517300	900	0	900	900	900	0
Travel-Inst-Auto Mileage-Emp	518000	44,623	0	44,623	44,623	44,623	0
Travel-Inst-Other Transp-Emp	518010	10	0	10	10	10	0
Travel-Inst-Meals-Emp	518020	550	0	550	550	550	0
Travel-Inst-Lodging-Emp	518030	1,050	0	1,050	1,050	1,050	0
Travel-Inst-Incidentals-Emp	518040	300	0	300	300	300	0
Travel-Inst-Auto Mileage-Nonemp	518300	130	0	130	130	130	0
Travel-Inst-Other Trans-Nonemp	518310	2,300	0	2,300	2,300	2,300	0
Travel-Inst-Meals-Nonemp	518320	250	0	250	250	250	0
Travel-Inst-Incidentals-Nonemp	518340	5,000	0	5,000	5,000	5,000	0

P 53 of 81

Agency Name: Labor

Program: 4100600000 VDOL Administration

Reporting Level: 4100-4100-0004-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Travel-Outst-Auto Mileage-Emp	518500	700	0	700	700	700	0
Travel-Outst-Meals-Emp	518520	3,000	0	3,000	3,000	3,000	0
Travel-Outst-Incidentals-Emp	518540	450	0	450	450	450	0
Trvl-Outst-Other Trans-Nonemp	518710	300	0	300	300	300	0
Other Purchased Services	519000	2,245	0	2,245	2,245	2,245	0
ENVIRONMENTAL LAB SERVICES	519110	2,200	0	2,200	2,200	2,200	0
Purchased Services Budget	001200	274,576	0	274,576	274,576	274,576	0
Office Supplies	520000	40,000	0	40,000	40,000	40,000	0
Vehicle & Equip Supplies&Fuel	520100	1,050	0	1,050	1,050	1,050	0
Gasoline	520110	300	0	300	300	300	0
Building Maintenance Supplies	520200	900	0	900	900	900	0
Plumbing, Heating & Vent	520210	20	0	20	20	20	0
Small Tools	520220	50	0	50	50	50	0
Electrical Supplies	520230	15	0	15	15	15	0
Other General Supplies	520500	2,000	0	2,000	2,000	2,000	0
Cloth & Clothing	520520	350	0	350	350	350	0
WORK BOOTS & SHOES	520521	25	0	25	25	25	0
Food	520530	5	0	5	5	5	0
Electronic	520550	135	0	135	135	135	0
Photo Supplies	520560	10	0	10	10	10	0
Fire, Protection & Safety	520590	450	0	450	450	450	0
Recognition/Awards	520600	50	0	50	50	50	0
Food	520700	650	0	650	650	650	0
Natural Gas	521000	1,900	0	1,900	1,900	1,900	0
Electricity	521100	18,000	0	18,000	18,000	18,000	0
Heating Fuel	521200	4,000	0	4,000	4,000	4,000	0
Heating Oil #2	521220	10,350	0	10,350	10,350	10,350	0
Propane Gas	521320	2,000	0	2,000	2,000	2,000	0

P. 54 of 81

Agency Name: Labor

Program: 4100600000 VDOL Administration

Reporting Level: 4100-4100-0004-0000-0000-0000

1 Object/Revenue Description Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
EXPENDITURES							
Books&Periodicals-Library/Educ	521500	400	0	400	400	400	0
Subscriptions	521510	1,500	0	1,500	1,500	1,500	0
Other Books & Periodicals	521520	6,000	0	6,000	6,000	6,000	0
Supplies Budget	001800	90,160	0	90,160	90,160	90,160	0
HW-SERVER,MAINFRME,DATASTOREQU	522214	40,000	0	40,000	40,000	40,000	0
Equipment Budget	002600	40,000	0	40,000	40,000	40,000	0
Single Audit Allocation	523620	5,000	0	5,000	5,000	5,000	0
FMS Development Assessment	523820	6,730	0	6,730	6,730	0	0
Claims/Small Claims	523840	450	0	450	450	450	0
Income Tax Refund Offset	523880	1,500	0	1,500	1,500	1,500	0
Other Operating Expenses Bdgt	003200	13,680	0	13,680	13,680	6,950	0
Other Direct Grant Expense	552990	0	0	30,000	30,000	30,000	0
Grants Other Than AHS Budget	005005	0	0	30,000	30,000	30,000	0
AHS COST ALLOCATION EXP. ACCT.	799090	0	2,985,803	0	0	0	0
AHS Grants Budgets	006125	0	2,985,803	0	0	0	0
EXPENDITURE TOTALS		5,477,966	2,985,803	3,354,240	3,354,240	2,592,511	0
MEANS OF FUNDING							
Federal Revenue Fund	22005	2,412,145	1,999,496	2,001,785	2,001,785	1,908,016	0
American Recovery & Reinvest. Act	22040	1,875,000	257,178	348,824	348,824	0	0
General Fund	10000	531,937	287,559	272,756	272,756	123,398	0
Federal Revenue Fund	102560	2,412,145	1,999,496	2,001,785	2,001,785	1,908,016	0
American Recovery & Reinvestment Act	102565	1,875,000	257,178	348,824	348,824	0	0
General Fund	102590	531,937	287,559	272,756	272,756	123,398	0

P. 55 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 4100600000 VDOL Administration

Reporting Level: 4100-4100-0004-0000-0000-0000

1 Object/Revenue Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
MEANS OF FUNDING							
Passenger Tramways	21095	3,291	41,390	42,900	42,900	36,299	0
Worker's Comp Admin Fund	21105	154,292	202,496	252,699	252,699	235,258	0
Employee Leasing Companies	21110	24,000	2,642	3,696	3,696	5,588	0
Catamount Fund	21196	25,424	30,424	76,844	76,844	45,787	0
Unemployment Comp Contingency	21360	83,527	0	94,681	94,681	48,902	0
DET-Apprenticeship Train OFS	21752	1,000	20,351	35,055	35,055	29,791	0
Restitution Special Fund	21915	0	0	30,000	30,000	30,000	0
Special Fund	102640	291,534	297,303	535,875	535,875	431,625	0
Inter-Unit Transfers Fund	21500	367,350	144,267	195,000	195,000	129,472	0
Interdepartmental Transfer	102760	367,350	144,267	195,000	195,000	129,472	0
TOTAL FUNDING		5,477,966	2,985,803	3,354,240	3,354,240	2,592,511	0
AUTHORIZED EMPLOYEES							
FTE - EXEMPT		3.00	0.00	3.00	3.00	3.00	0.00
FTE - CLS		35.00	0.00	29.00	29.00	24.00	0.00
# OF POSITIONS		38.00	0.00	32.00	32.00	27.00	0.00

P. 56 of 81

SR05 - Budget Request Summary - Reporting Level

Agency Name: Labor

Program: 410Q700000 Domestic Violence

Reporting Level: 4100-4100-0005-0000-0000-0000

1 Object/Revenue Code		2 FY10 Budget As Passed	3 FY10 Actual	4 FY11 Budget As Passed	5 FY11 Estimated	6 FY12 Governor Proposed	7
Description							
EXPENDITURES							
Other Contr and 3rd Pty Serv	507600	0	30,000	0	0	0	0
Contractd & 3rd Party Serv Bdgt	000320	0	30,000	0	0	0	0
Other Direct Grant Expense	552990	30,000	0	0	0	0	0
Grants Other Than AHS Budget	005005	30,000	0	0	0	0	0
EXPENDITURE TOTALS		30,000	30,000	0	0	0	0
MEANS OF FUNDING							
Restitution Special Fund	21915	30,000	30,000	0	0	0	0
Special Fund	102640	30,000	30,000	0	0	0	0
TOTAL FUNDING		30,000	30,000	0	0	0	0

A.C. / 01 81

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No	Class Code	Pos	Salary	Benefits	FTE	Rate	Step	Pay Code	Emp ID	Anniv	Start Date
Year	Name	Title	Type					Duration		Date	End Date
2012	820008	050100 Administrative Assistant A	C	\$45,614	\$17,449	1.00	\$21.93	15	2080	386082012	7/1/2010
2012	820011	236600 UC Claims Adjudicator	C	\$45,427	\$24,079	1.00	\$21.84	11	2080	870892012	7/13/2013 7/1/2010
2012	820014	234200 VT DOL District Manager	C	\$62,130	\$33,467	1.00	\$29.87	6	2080	524132012	7/9/2012 7/1/2010
2012	820018	231900 Career Dev Facilitator III	C	\$42,141	\$28,631	1.00	\$20.26	5	2080	202942012	6/11/2013 7/1/2010
2012	820019	231900 Career Dev Facilitator III	C	\$55,224	\$28,875	1.00	\$26.55	14	2080	214522012	6/16/2014 7/1/2010
2012	820021	089010 Financial Technician I	C	\$27,914	\$16,308	1.00	\$13.42	2	2080	0	7/1/2010
2012	820022	234800 Career Dev Facilitator II	C	\$42,994	\$16,649	1.00	\$20.67	9	2080	065432012	6/2/2014 7/1/2010
2012	820023	232900 Employer Resource Consultant	C	\$55,224	\$32,043	1.00	\$26.55	14	2080	485672012	8/25/2012 7/1/2010
2012	820025	232900 Employer Resource Consultant	C	\$38,168	\$22,377	1.00	\$18.35	2	2080	212542012	8/2/2012 7/1/2010
2012	820029	236600 UC Claims Adjudicator	C	\$41,621	\$10,876	1.00	\$20.01	8	2080	086822012	7/13/2013 7/1/2010
2012	820031	234500 Career Dev Facilitator I	C	\$29,474	\$13,664	1.00	\$14.17	1	2080	244422012	9/3/2012 7/1/2010

P.58 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820032	234200 VT DOL District Manager	C	\$64,230	\$21,968	1.00	\$30.88	7	2080	307502012	7/9/2012	7/1/2010
2012	820035	237700 Unemploy Comp Tax Auditor	C	\$36,462	\$15,302	1.00	\$17.53	1	2080	226242012	12/16/2012	7/1/2010
2012	820037	233400 Career Resource, Spec II	C	\$45,614	\$24,123	1.00	\$21.93	15	2080	059912012		7/1/2010
2012	820041	236700 UC Cust Serv Rep	C	\$35,131	\$21,915	1.00	\$16.89	6	2080	151422012	10/26/2012	7/1/2010
2012	820042	083800 Occupl Safety Compli Off	C	\$43,534	\$16,961	1.00	\$20.93	6	2080	157272012	3/19/2013	7/1/2010
2012	820045	230100 Quality Control Specialist	C	\$47,944	\$17,994	1.00	\$23.05	11	2080	888012012	8/20/2012	7/1/2010
2012	820048	236600 UC Claims Adjudicator	C	\$34,278	\$17,800	1.00	\$16.48	2	2080	0		7/1/2010
2012	820052	448500 Senior Regional Workforce Adm	C	\$56,909	\$32,095	1.00	\$27.36	11	2080	350412012	9/4/2013	7/1/2010
2012	820055	236600 UC Claims Adjudicator	C	\$34,278	\$17,800	1.00	\$16.48	2	2080	0		7/1/2010
2012	820056	231700 VT DOL Coordinator I	C	\$45,406	\$29,740	1.00	\$21.83	9	2080	836812012	3/5/2014	7/1/2010
2012	820060	237400 UC Tax Examiner	C	\$31,928	\$26,236	1.00	\$15.35	3	2080	200412012	12/20/2012	7/1/2010

p. 59 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820063	233900 UC Employer Services Super	C	\$50,794	\$25,338	1.00	\$24.42	9	2080	537832012	4/17/2013	7/1/2010
2012	820064	232900 Employer Resource Consultant	C	\$38,168	\$22,377	1.00	\$18.35	2	2080	241342012	5/2/2013	7/1/2010
2012	820066	231900 Career Dev Facilitator III	C	\$53,643	\$28,504	1.00	\$25.79	13	2080	291502012	5/5/2015	7/1/2010
2012	820067	234800 Career Dev Facilitator II	C	\$50,794	\$25,338	1.00	\$24.42	15	2080	213912012		7/1/2010
2012	820069	231900 Career Dev Facilitator III	C	\$46,446	\$18,419	1.00	\$22.33	8	2080	055782012	4/21/2014	7/1/2010
2012	820070	234800 Career Dev Facilitator II	C	\$41,621	\$31,945	1.00	\$20.01	8	2080	125442012	6/2/2013	7/1/2010
2012	820076	236700 UC Cust Serv Rep	C	\$31,928	\$21,427	1.00	\$15.35	3	2080	214752012	5/24/2013	7/1/2010
2012	820078	233200 Revenue & Quality Control Spec	C	\$46,446	\$24,569	1.00	\$22.33	8	2080	887772012	6/20/2014	7/1/2010
2012	820081	234800 Career Dev Facilitator II	C	\$48,006	\$18,009	1.00	\$23.08	13	2080	351232012	10/20/2013	7/1/2010
2012	820083	237700 Unemploy Comp Tax Auditor	C	\$38,168	\$15,702	1.00	\$18.35	2	2080	238172012	4/11/2013	7/1/2010
2012	820084	231900 Career Dev Facilitator III	C	\$43,534	\$28,957	1.00	\$20.93	6	2080	125492012	1/31/2014	7/1/2010

Page 60 of 87

Department: 04100 Labor
 Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820085	010300 Word Processing Operator	C	\$29,349	\$14,908	1.00	\$14.11	8	2080	064972012	4/21/2014	7/1/2010
2012	820086	050100 Administrative Assistant A	C	\$30,805	\$13,976	1.00	\$14.81	2	2080	246302012	11/3/2012	7/1/2010
2012	820092	231300 Labor Market Research Analyst	C	\$48,090	\$27,202	1.00	\$23.12	15	2080	390622012		7/1/2010
2012	820093	001200 Program Services Clerk	C	\$41,205	\$25,588	1.00	\$19.81	15	2080	244342012		7/1/2010
2012	820094	237800 Overpayment&Collection Off	C	\$46,758	\$24,392	1.00	\$22.48	14	2080	067822012	11/11/2012	7/1/2010
2012	820095	236500 Chief Hearing Examiner	C	\$63,898	\$23,248	1.00	\$30.72	13	2080	063942012	9/18/2012	7/1/2010
2012	820096	255300 VT DOL Outreach Coordinator	C	\$52,229	\$30,997	1.00	\$25.11	10	2080	021762012	1/7/2013	7/1/2010
2012	820097	236600 UC Claims Adjudicator	C	\$34,278	\$17,800	1.00	\$16.48	2	2080	0		7/1/2010
2012	820098	237800 Overpayment&Collection Off	C	\$31,138	\$20,729	1.00	\$14.97	1	2080	245592012	9/29/2012	7/1/2010
2012	820100	236700 UC Cust Serv Rep	C	\$30,805	\$16,810	1.00	\$14.81	2	2080	083942012	12/22/2012	7/1/2010
2012	820103	231200 Career Grants Program Admin	C	\$56,909	\$31,337	1.00	\$27.36	11	2080	369852012	7/15/2013	7/1/2010

p. 21 of 81

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820105	236700 UC Cust Serv Rep	C	\$30,805	\$25,973	1.00	\$14.81	2	2080	132162012	4/11/2013	7/1/2010
2012 820110	001200 Program Services Clerk	C	\$27,914	\$16,133	1.00	\$13.42	2	2080	0		7/1/2010
2012 820111	089080 Financial Manager I	C	\$60,674	\$23,991	1.00	\$29.17	9	2080	079812012	12/21/2012	7/1/2010
2012 820114	237700 Unemploy Comp Tax Auditor	C	\$43,534	\$18,210	1.00	\$20.93	6	2080	067952012	7/9/2013	7/1/2010
2012 820115	237700 Unemploy Comp Tax Auditor	C	\$39,520	\$16,019	1.00	\$19.00	3	2080	231262012	6/8/2013	7/1/2010
2012 820117	089010 Financial Technician I	C	\$27,914	\$11,723	1.00	\$13.42	2	2080	0		7/1/2010
2012 820118	058100 Systems Developer III	C	\$48,734	\$18,179	1.00	\$23.43	1	2080	110072012	10/26/2012	7/1/2010
2012 820119	236700 UC Cust Serv Rep	C	\$30,805	\$13,976	1.00	\$14.81	2	2080	393722012	2/2/2013	7/1/2010
2012 820120	237800 Overpayment&Collection Off	C	\$38,272	\$22,402	1.00	\$18.40	7	2080	125612012	11/17/2012	7/1/2010
2012 820126	237400 UC Tax Examiner	C	\$41,995	\$23,276	1.00	\$20.19	12	2080	044172012	12/6/2012	7/1/2010
2012 820131	233400 Career Resource Spec II	C	\$30,805	\$8,339	1.00	\$14.81	2	2080	230702012	4/26/2013	7/1/2010

P. 62 of 81

Department: 04100 Labor
 Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820132	236400 Hearings Examiner	C	\$56,826	\$20,077	1.00	\$27.32	13	2080	225162012	9/23/2014	7/1/2010
2012	820133	238000 UC Program Administrator II	C	\$46,946	\$29,759	1.00	\$22.57	3	2080	226272012	3/29/2013	7/1/2010
2012	820134	050100 Administrative Assistant A	C	\$39,728	\$22,743	1.00	\$19.10	10	2080	675952012	7/1/2013	7/1/2010
2012	820137	237800 Overpayment&Collection Off	C	\$43,077	\$23,528	1.00	\$20.71	11	2080	086212012	7/8/2013	7/1/2010
2012	820138	047300 Research & Statistics Analyst	C	\$50,794	\$12,251	1.00	\$24.42	15	2080	232372012		7/1/2010
2012	820140	235900 Intake&Eligibility Super	C	\$41,829	\$28,558	1.00	\$20.11	3	2080	107132012	3/29/2013	7/1/2010
2012	820144	001200 Program Services Clerk	C	\$32,843	\$20,867	1.00	\$15.79	7	2080	089772012	2/6/2014	7/1/2010
2012	820148	230100 Quality Control Specialist	C	\$43,992	\$20,079	1.00	\$21.15	8	2080	048052012	7/13/2013	7/1/2010
2012	820151	089030 Financial Specialist II	C	\$34,278	\$17,625	1.00	\$16.48	2	2080	245592012	9/29/2012	7/1/2010
2012	820153	089010 Financial Technician I	C	\$30,805	\$25,973	1.00	\$14.81	5	2080	196482012	1/10/2013	7/1/2010
2012	820154	233400 Career Resource Spec II	C	\$31,928	\$20,914	1.00	\$15.35	3	2080	224962012	11/27/2012	7/1/2010

P.63 of 81

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820156	233400 Career Resource Spec II	C	\$45,614	\$24,123	1.00	\$21.93	15	2080	088622012		7/1/2010
2012	820160	232900 Employer Resource Consultant	C	\$56,784	\$26,499	1.00	\$27.30	15	2080	121562012		7/1/2010
2012	820162	238100 UC Program Administrator III	C	\$68,245	\$29,594	1.00	\$32.81	11	2080	106142012	4/11/2014	7/1/2010
2012	820164	237700 Unemploy Comp Tax Auditor	C	\$55,224	\$31,699	1.00	\$26.55	14	2080	764082012	1/12/2015	7/1/2010
2012	820165	237700 Unemploy Comp Tax Auditor	C	\$40,789	\$26,003	1.00	\$19.61	4	2080	214742012	3/4/2013	7/1/2010
2012	820170	238600 VT DOL Grant Project Spec	C	\$43,992	\$18,318	1.00	\$21.15	8	2080	610252012	5/6/2013	7/1/2010
2012	820172	231300 Labor Market Research Analyst	C	\$48,090	\$24,704	1.00	\$23.12	15	2080	409812012		7/1/2010
2012	820174	238100 UC Program Administrator III	C	\$51,002	\$21,722	1.00	\$24.52	2	2080	0		7/1/2010
2012	820175	089010 Financial Technician I	C	\$36,982	\$15,549	1.00	\$17.78	11	2080	081972012	7/8/2013	7/1/2010
2012	820176	236600 UC Claims Adjudicator	C	\$34,278	\$17,800	1.00	\$16.48	2	2080	0		7/1/2010
2012	820179	234800 Career Dev Facilitator II	C	\$36,650	\$27,343	1.00	\$17.62	4	2080	180652012	11/8/2012	7/1/2010

P. 64 of 81

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820180	231900 Career Dev Facilitator III	C	\$40,789	\$10,679	1.00	\$19.61	4	2080	111122012	3/29/2013	7/1/2010
2012	820182	237700 Unemploy Comp Tax Auditor	C	\$56,784	\$31,821	1.00	\$27.30	15	2080	616282012		7/1/2010
2012	820184	233400 Career Resource Spec II	C	\$30,805	\$20,650	1.00	\$14.81	2	2080	238802012	2/3/2013	7/1/2010
2012	820185	001200 Program Services Clerk	C	\$36,982	\$15,425	1.00	\$17.78	11	2080	278802012	10/11/2012	7/1/2010
2012	820186	004700 Program Technician I	C	\$44,325	\$23,820	1.00	\$21.31	12	2080	897932012	8/6/2012	7/1/2010
2012	820188	231900 Career Dev Facilitator III	C	\$38,168	\$27,535	1.00	\$18.35	2	2080	241792012	5/30/2013	7/1/2010
2012	820191	050100 Administrative Assistant A	C	\$41,995	\$16,600	1.00	\$20.19	12	2080	100862012	12/11/2013	7/1/2010
2012	820194	236800 UC Claims Specialist	C	\$31,138	\$25,917	1.00	\$14.97	1	2080	245122012	9/15/2012	7/1/2010
2012	820195	236700 UC Cust Serv Rep	C	\$37,336	\$30,780	1.00	\$17.95	8	2080	101732012	4/2/2013	7/1/2010
2012	820198	231900 Career Dev Facilitator III	C	\$40,789	\$16,317	1.00	\$19.61	4	2080	207742012	10/23/2012	7/1/2010
2012	820200	231900 Career Dev Facilitator III	C	\$39,520	\$15,849	1.00	\$19.00	3	2080	222192012	9/24/2012	7/1/2010

P-65 of 81

Department: 04100 Labor
Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No	Class Code	Pos	Salary	Benefits	FTE	Rate	Step	Pay Code	Emp ID	Anniv	Start Date
Year Name	Title	Type						Duration		Date	End Date
2012 820201	233400 Career Resource Spec II	C	\$41,995	\$16,600	1.00	\$20.19	12	2080	089112012	10/20/2012	7/1/2010
2012 820202	231200 Career Grants Program Admin	C	\$55,390	\$28,915	1.00	\$26.63	10	2080	198222012	4/18/2014	7/1/2010
2012 820204	012000 Data Proc&Qual Control Clerk	C	\$43,285	\$16,902	1.00	\$20.81	15	2080	727542012		7/1/2010
2012 820205	231900 Career Dev Facilitator III	C	\$52,208	\$30,991	1.00	\$25.10	12	2080	801132012	5/5/2014	7/1/2010
2012 820206	050200 Administrative Assistant B	C	\$32,739	\$21,183	1.00	\$15.74	1	2080	243082012	7/15/2012	7/1/2010
2012 820207	233400 Career Resource Spec II	C	\$35,131	\$21,514	1.00	\$16.89	6	2080	141972012	2/5/2013	7/1/2010
2012 820210	236700 UC Cust Serv Rep	C	\$29,474	\$20,212	1.00	\$14.17	1	2080	188332012	8/14/2012	7/1/2010
2012 820212	234200 VT DOL District Manager	C	\$68,557	\$29,669	1.00	\$32.96	9	2080	417202012	7/9/2012	7/1/2010
2012 820214	050200 Administrative Assistant B	C	\$48,006	\$18,009	1.00	\$23.08	13	2080	826592012	12/3/2014	7/1/2010
2012 820215	234500 Career Dev Facilitator I	C	\$45,614	\$24,123	1.00	\$21.93	15	2080	384312012		7/1/2010
2012 820217	234500 Career Dev Facilitator I	C	\$37,336	\$15,508	1.00	\$17.95	8	2080	125462012	12/1/2012	7/1/2010

P.66 of 87

Department: 04100 Labor
 Version: 2012-B-01-04100.

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820221	058100 Systems Developer III	C	\$66,248	\$34,284	1.00	\$31.85	10	2080	572682012	6/29/2013	7/1/2010
2012	820222	231900 Career Dev Facilitator III	C	\$43,534	\$28,957	1.00	\$20.93	6	2080	166862012	8/20/2013	7/1/2010
2012	820225	231900 Career Dev Facilitator III	C	\$39,520	\$16,019	1.00	\$19.00	3	2080	200492012	12/7/2012	7/1/2010
2012	820227	234800 Career Dev Facilitator II	C	\$50,794	\$25,338	1.00	\$24.42	15	2080	855432012		7/1/2010
2012	820228	237400 UC Tax Examiner	C	\$40,768	\$16,311	1.00	\$19.60	11	2080	981732012	7/9/2012	7/1/2010
2012	820234	234800 Career Dev Facilitator II	C	\$41,621	\$28,509	1.00	\$20.01	8	2080	077762012	10/20/2013	7/1/2010
2012	820242	230100 Quality Control Specialist	C	\$36,046	\$18,215	1.00	\$17.33	2	2080	305482012	6/20/2013	7/1/2010
2012	820244	231900 Career Dev Facilitator III	C	\$44,928	\$29,284	1.00	\$21.60	7	2080	042892012	4/27/2014	7/1/2010
2012	820246	058100 Systems Developer III	C	\$51,002	\$21,722	1.00	\$24.52	2	2080	0		7/1/2010
2012	820248	058100 Systems Developer III	C	\$68,245	\$29,430	1.00	\$32.81	11	2080	301362012	8/10/2013	7/1/2010
2012	820251	058100 Systems Developer III	C	\$74,235	\$36,157	1.00	\$35.69	14	2080	569782012	3/21/2014	7/1/2010

P 67 of 89

Department: 04100 Labor
 Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820256	233100 Jobs & Training Assist Dir	C	\$86,653	\$33,956	1.00	\$41.66	15	2080	193542012		7/1/2010
2012	820257	230100 Quality Control Specialist	C	\$42,578	\$16,737	1.00	\$20.47	7	2080	459422012	4/15/2013	7/1/2010
2012	820258	233400 Career Resource Spec II	C	\$34,008	\$21,651	1.00	\$16.35	5	2080	170832012	5/13/2013	7/1/2010
2012	820259	234800 Career Dev Facilitator II	C	\$49,338	\$19,571	1.00	\$23.72	14	2080	235682012	1/12/2015	7/1/2010
2012	820260	234800 Career Dev Facilitator II	C	\$35,506	\$8,928	1.00	\$17.07	3	2080	220572012	8/4/2012	7/1/2010
2012	820264	058000 Systems Developer II	C	\$60,195	\$21,859	1.00	\$28.94	13	2080	975892012	9/23/2012	7/1/2010
2012	820268	236700 UC Cust Serv Rep	C	\$44,429	\$17,171	1.00	\$21.36	14	2080	351372012	7/18/2013	7/1/2010
2012	820274	231900 Career Dev Facilitator III	C	\$38,168	\$12,681	1.00	\$18.35	2	2080	0		7/1/2010
2012	820275	231900 Career Dev Facilitator III	C	\$49,317	\$12,167	1.00	\$23.71	10	2080	046812012	8/2/2013	7/1/2010
2012	820276	236400 Hearings Examiner	C	\$58,448	\$20,457	1.00	\$28.10	14	2080	434532012	2/6/2013	7/1/2010
2012	820278	238500 VT DOL Grant Project Admin	C	\$49,213	\$30,290	1.00	\$23.66	8	2080	042592012	4/8/2013	7/1/2010

p. 68 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No	Class Code	Pos	Salary	Benefits	FTE	Rate	Step	Pay Code	Emp ID	Anniv	Start Date
Year Name	Title	Type						Duration		Date	End Date
2012 820281	232900 Employer Resource Consultant	C	\$46,446	\$17,644	1.00	\$22.33	8	2080	081542012	8/25/2012	7/1/2010
2012 820282	002000 Administrative Secretary	C	\$39,728	\$16,068	1.00	\$19.10	10	2080	434162012	1/28/2014	7/1/2010
2012 820288	471700 VDOL Senior Grant Manager	C	\$67,787	\$23,899	1.00	\$32.59	13	2080	929802012	6/24/2012	7/1/2010
2012 820291	044500 Director Information Tech	C	\$96,824	\$36,364	1.00	\$46.55	12	2080	619322012	1/17/2014	7/1/2010
2012 820297	050100 Administrative Assistant A	C	\$41,995	\$23,789	1.00	\$20.19	12	2080	039782012	6/11/2014	7/1/2010
2012 820300	231900 Career Dev Facilitator III	C	\$39,520	\$28,360	1.00	\$19.00	3	2080	227332012	1/14/2013	7/1/2010
2012 820303	233400 Career Resource Spec II	C	\$45,614	\$29,593	1.00	\$21.93	15	2080	239082012		7/1/2010
2012 820306	237700 Unemploy Comp Tax Auditor	C	\$42,141	\$23,309	1.00	\$20.26	5	2080	196782012	1/17/2013	7/1/2010
2012 820308	050100 Administrative Assistant A	C	\$32,926	\$15,248	1.00	\$15.83	4	2080	216622012	4/15/2013	7/1/2010
2012 820310	231900 Career Dev Facilitator III	C	\$43,534	\$28,957	1.00	\$20.93	6	2080	180832012	1/25/2014	7/1/2010
2012 820312	234800 Career Dev Facilitator II	C	\$46,696	\$29,699	1.00	\$22.45	12	2080	160112012	2/28/2014	7/1/2010

p. 69 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820313	236600 UC Claims Adjudicator	C	\$32,739	\$14,429	1.00	\$15.74	1	2080 0			7/1/2010
2012 820314	231900 Career Dev Facilitator III	C	\$53,643	\$26,518	1.00	\$25.79	13	2080	342722012	5/5/2015	7/1/2010
2012 820318	231200 Career Grants Program Admin	C	\$58,531	\$22,502	1.00	\$28.14	12	2080	449482012	7/15/2013	7/1/2010
2012 820320	237700 Unemploy Comp Tax Auditor	C	\$52,208	\$31,335	1.00	\$25.10	12	2080	459482012	1/12/2013	7/1/2010
2012 820321	237700 Unemploy Comp Tax Auditor	C	\$42,141	\$28,631	1.00	\$20.26	5	2080	193412012	11/29/2012	7/1/2010
2012 820322	232900 Employer Resource Consultant	C	\$47,944	\$27,168	1.00	\$23.05	9	2080	092742012	8/25/2013	7/1/2010
2012 820324	001200 Program Services Clerk	C	\$34,944	\$26,775	1.00	\$16.80	9	2080	014102012	9/10/2012	7/1/2010
2012 820325	234800 Career Dev Facilitator II	C	\$35,506	\$15,078	1.00	\$17.07	3	2080	185782012	1/17/2013	7/1/2010
2012 820334	237800 Overpayment&Collection Off	C	\$43,077	\$23,528	1.00	\$20.71	11	2080	279852012	7/30/2012	7/1/2010
2012 820336	234800 Career Dev Facilitator II	C	\$44,200	\$29,115	1.00	\$21.25	10	2080	545302012	6/7/2013	7/1/2010
2012 820338	234200 VT DOL District Manager	C	\$74,651	\$33,610	1.00	\$35.89	12	2080	887972012	7/9/2012	7/1/2010

P. 70 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820341	231300 Labor Market Research Analyst	C	\$38,272	\$27,724	1.00	\$18.40	7	2080	036632012	9/4/2012	7/1/2010
2012 820344	000300 Clerk C	C	\$36,296	\$21,783	1.00	\$17.45	14	2080	053692012	8/17/2013	7/1/2010
2012 820345	233400 Career Resource Spec II	C	\$45,614	\$29,249	1.00	\$21.93	15	2080	768722012		7/1/2010
2012 820355	089010 Financial Technician I	C	\$38,979	\$27,890	1.00	\$18.74	13	2080	628222012	5/23/2014	7/1/2010
2012 820360	234800 Career Dev Facilitator II	C	\$40,331	\$9,798	1.00	\$19.39	7	2080	136852012	7/27/2013	7/1/2010
2012 820363	236700 UC Cust Serv Rep	C	\$29,474	\$13,664	1.00	\$14.17	1	2080	222552012	8/14/2012	7/1/2010
2012 820370	231900 Career Dev Facilitator III	C	\$56,784	\$26,743	1.00	\$27.30	15	2080	756362012		7/1/2010
2012 820372	231900 Career Dev Facilitator III	C	\$46,446	\$25,506	1.00	\$22.33	8	2080	154642012	1/9/2013	7/1/2010
2012 820373	448200 Senior LMI Supervisor	C	\$47,611	\$29,914	1.00	\$22.89	7	2080	089892012	2/4/2013	7/1/2010
2012 820374	234800 Career Dev Facilitator II	C	\$19,542	\$17,926	0.50	\$18.79	6	2080	172022012	8/22/2013	7/1/2010
2012 820378	231900 Career Dev Facilitator III	C	\$44,928	\$17,287	1.00	\$21.60	7	2080	129282012	1/12/2013	7/1/2010

P. 71 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820381	232900 Employer Resource Consultant	C	\$56,784	\$29,241	1.00	\$27.30	15	2080	274182012		7/1/2010
2012 820383	237800 Overpayment&Collection Off	C	\$33,634	\$14,900	1.00	\$16.17	3	2080	224302012	11/19/2012	7/1/2010
2012 820386	231100 Econ & Labor Mrkt Info Chief	C	\$57,678	\$23,287	1.00	\$27.73	2	2080	249732012		7/1/2010
2012 820388	091900 Apprenticeship Program Supvr	C	\$61,942	\$27,687	1.00	\$29.78	14	2080	494622012	12/14/2013	7/1/2010
2012 820390	231900 Career Dev Facilitator III	C	\$44,928	\$17,549	1.00	\$21.60	7	2080	045352012	4/4/2014	7/1/2010
2012 820391	047300 Research & Statistics Analyst	C	\$32,739	\$8,280	1.00	\$15.74	1	2080	246292012	10/26/2012	7/1/2010
2012 820395	231900 Career Dev Facilitator III	C	\$52,208	\$30,991	1.00	\$25.10	12	2080	652802012	10/6/2012	7/1/2010
2012 820396	231900 Career Dev Facilitator III	C	\$43,534	\$17,223	1.00	\$20.93	6	2080	166892012	6/11/2014	7/1/2010
2012 820397	234200 VT DOL District Manager	C	\$60,154	\$27,419	1.00	\$28.92	5	2080	136702012	7/9/2012	7/1/2010
2012 820400	234800 Career Dev Facilitator II	C	\$49,338	\$27,495	1.00	\$23.72	14	2080	17912012	1/21/2015	7/1/2010
2012 820402	231900 Career Dev Facilitator III	C	\$56,784	\$20,068	1.00	\$27.30	15	2080	042302012		7/1/2010

P. 72 of 87

Department: 04100 Labor
Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820404	234800 Career Dev Facilitator II	C	\$44,200	\$10,967	1.00	\$21.25	10	2080	063622012	10/3/2012	7/1/2010
2012 820406	231900 Career Dev Facilitator III	C	\$38,168	\$12,681	1.00	\$18.35	2	2080	0		7/1/2010
2012 820409	231900 Career Dev Facilitator III	C	\$40,789	\$16,317	1.00	\$19.61	4	2080	207892012	10/23/2012	7/1/2010
2012 820417	011400 Microphotographer II	C	\$30,306	\$13,983	1.00	\$14.57	9	2080	055512012	9/26/2013	7/1/2010
2012 820418	234300 Planning & Support Admin	C	\$54,246	\$26,398	1.00	\$26.08	2	2080	156092012	3/28/2013	7/1/2010
2012 820419	235900 Intake&Eligibility Super.	C	\$41,829	\$28,558	1.00	\$20.11	3	2080	189402012	3/29/2013	7/1/2010
2012 820420	236600 UC Claims Adjudicator	C	\$35,506	\$22,003	1.00	\$17.07	3	2080	143572012	10/26/2012	7/1/2010
2012 820421	231900 Career Dev Facilitator III	C	\$43,534	\$23,635	1.00	\$20.93	6	2080	076312012	1/11/2014	7/1/2010
2012 820424	234800 Career Dev Facilitator II	C	\$46,696	\$30,043	1.00	\$22.45	12	2080	007182012	9/13/2013	7/1/2010
2012 820427	231900 Career Dev Facilitator III	C	\$55,224	\$19,702	1.00	\$26.55	14	2080	172072012	5/19/2014	7/1/2010
2012 820433	231900 Career Dev Facilitator III	C	\$39,520	\$16,749	1.00	\$19.00	3	2080	123422012	12/9/2012	7/1/2010

P 73 of 81

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820435	233400 Career Resource Spec II	C	\$40,768	\$22,987	1.00	\$19.60	11	2080	659102012	10/26/2013	7/1/2010
2012	820440	234800 Career Dev Facilitator II	C	\$48,006	\$18,009	1.00	\$23.08	13	2080	032002012	12/20/2014	7/1/2010
2012	820447	089010 Financial Technician I	C	\$27,914	\$16,308	1.00	\$13.42	2	2080	250422012		7/1/2010
2012	820450	232900 Employer Resource Consultant	C	\$55,224	\$28,875	1.00	\$26.55	14	2080	519782012	8/25/2014	7/1/2010
2012	820457	231700 VT DOL Coordinator I	C	\$36,046	\$27,201	1.00	\$17.33	2	2080	200412012	12/20/2012	7/1/2010
2012	820461	231900 Career Dev Facilitator III	C	\$49,317	\$24,992	1.00	\$23.71	10	2080	034232012	4/1/2013	7/1/2010
2012	820462	231900 Career Dev Facilitator III	C	\$46,446	\$29,641	1.00	\$22.33	8	2080	046332012	4/30/2014	7/1/2010
2012	820465	001200 Program Services Clerk	C	\$30,805	\$21,163	1.00	\$14.81	5	2080	159132012	5/23/2013	7/1/2010
2012	820471	233400 Career Resource Spec II	C	\$37,336	\$22,182	1.00	\$17.95	8	2080	109932012	1/25/2013	7/1/2010
2012	820474	233400 Career Resource Spec II	C	\$44,429	\$26,344	1.00	\$21.36	14	2080	382742012	4/30/2014	7/1/2010
2012	820475	231900 Career Dev Facilitator III	C	\$43,534	\$16,961	1.00	\$20.93	6	2080	162802012	12/18/2012	7/1/2010

P. 94 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820476	231900 Career Dev Facilitator III	C	\$56,784	\$21,580	1.00	\$27.30	15	2080	988802012		7/1/2010
2012	820479	231900 Career Dev Facilitator III	C	\$43,534	\$16,898	1.00	\$20.93	6	2080	162792012	12/18/2012	7/1/2010
2012	820482	233400 Career Resource Spec II	C	\$41,995	\$28,598	1.00	\$20.19	12	2080	575552012	10/14/2013	7/1/2010
2012	820484	237400 UC Tax Examiner	C	\$38,563	\$22,470	1.00	\$18.54	9	2080	897482012	6/17/2014	7/1/2010
2012	820485	234800 Career Dev Facilitator II	C	\$32,739	\$14,429	1.00	\$15.74	1	2080	250452012	12/28/2012	7/1/2010
2012	820487	231900 Career Dev Facilitator III	C	\$50,773	\$17,311	1.00	\$24.41	11	2080	0		7/1/2010
2012	820489	236700 UC Cust Serv Rep	C	\$41,995	\$28,598	1.00	\$20.19	12	2080	800822012	8/15/2013	7/1/2010
2012	820490	058100 Systems Developer III	C	\$58,406	\$26,872	1.00	\$28.08	6	2080	135192012	3/5/2013	7/1/2010
2012	820491	236700 UC Cust Serv Rep	C	\$30,805	\$16,854	1.00	\$14.81	2	2080	0		7/1/2010
2012	820492	058100 Systems Developer III	C	\$70,117	\$35,192	1.00	\$33.71	12	2080	420202012	4/7/2014	7/1/2010
2012	820493	236700 UC Cust Serv Rep.	C	\$39,728	\$28,065	1.00	\$19.10	10	2080	681302012	8/15/2013	7/1/2010

P. 25 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos.No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820494	238000 UC Program Administrator II	C	\$48,485	\$18,122	1.00	\$23.31	4	2080	207922012	2/14/2013	7/1/2010
2012 820495	236800 UC Claims Specialist	C	\$32,490	\$14,371	1.00	\$15.62	2	2080	232872012	5/9/2013	7/1/2010
2012 820497	089220 Administrative Svcs Cord I	C	\$38,168	\$12,681	1.00	\$18.35	2	2080	0		7/1/2010
2012 820498	236800 UC Claims Specialist	C	\$39,416	\$27,991	1.00	\$18.95	8	2080	091042012	1/25/2013	7/1/2010
2012 820499	236000 Adjudication Claims Supervisor	C	\$49,213	\$11,881	1.00	\$23.66	8	2080	056642012	11/12/2012	7/1/2010
2012 820500	236600 UC Claims Adjudicator	C	\$34,278	\$8,231	1.00	\$16.48	2	2080	232702012	4/11/2013	7/1/2010
2012 820501	238600 VT DOL Grant Project Spec	C	\$49,317	\$18,316	1.00	\$23.71	12	2080	009192012	11/16/2013	7/1/2010
2012 820502	238600 VT DOL Grant Project Spec	C	\$39,957	\$23,310	1.00	\$19.21	5	2080	199422012	3/5/2013	7/1/2010
2012 820503	238600 VT DOL Grant Project Spec	C	\$39,957	\$16,122	1.00	\$19.21	5	2080	200562012	4/10/2013	7/1/2010
2012 820504	238600 VT DOL Grant Project Spec	C	\$41,226	\$23,093	1.00	\$19.82	6	2080	163892012	4/17/2013	7/1/2010
2012 820505	050200 Administrative Assistant B	C	\$39,083	\$15,917	1.00	\$18.79	6	2080	131202012	4/1/2014	7/1/2010

P. 76 of 81

Department: 04100 Labor
 Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820506	050200 Administrative Assistant B	C	\$45,427	\$29,207	1.00	\$21.84	11	2080	689172012	9/18/2013	7/1/2010
2012	820507	050100 Administrative Assistant A	C	\$37,336	\$22,022	1.00	\$17.95	8	2080	800782012	5/5/2013	7/1/2010
2012	820508	004700 Program Technician I	C	\$39,416	\$22,669	1.00	\$18.95	8	2080	046222012	5/27/2013	7/1/2010
2012	820510	006600 Chief Industrial Hygiene Engin	C	\$58,760	\$14,894	1.00	\$28.25	10	2080	479532012	10/3/2012	7/1/2010
2012	820511	138300 Industrial Hygiene Engineer	C	\$52,229	\$25,924	1.00	\$25.11	10	2080	128612012	8/24/2013	7/1/2010
2012	820514	038600 Workers" Comp Investigator	C	\$38,522	\$22,461	1.00	\$18.52	1	2080	151172012	9/29/2012	7/1/2010
2012	820515	085300 Occupational Safety Consultant	C	\$49,317	\$19,567	1.00	\$23.71	10	2080	052242012	10/21/2012	7/1/2010
2012	820516	085300 Occupational Safety Consultant	C	\$56,784	\$26,743	1.00	\$27.30	15	2080	665472012		7/1/2010
2012	820517	084400 Occupl Health Compli Spec	C	\$44,928	\$29,091	1.00	\$21.60	7	2080	150992012	3/22/2013	7/1/2010
2012	820518	084400 Occupl Health Compli Spec	C	\$42,141	\$23,309	1.00	\$20.26	5	2080	191132012	10/24/2012	7/1/2010
2012	820519	084400 Occupl Health Compli Spec	C	\$44,928	\$29,091	1.00	\$21.60	7	2080	165632012	7/26/2013	7/1/2010

P. 77 of 81

Department: 04100 Labor
Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820520	084800 Occupl Safety Compl Chief	C	\$51,834	\$12,758	1.00	\$24.92	6	2080	150252012	11/27/2012	7/1/2010
2012	820521	083800 Occupl Safety Compli Off	C	\$39,520	\$10,382	1.00	\$19.00	3	2080	229732012	3/29/2013	7/1/2010
2012	820522	463600 Senior Occup Safety Comp Off	C	\$49,213	\$18,418	1.00	\$23.66	8	2080	073512012	5/28/2014	7/1/2010
2012	820523	449800 VOSHA Compliance Assist Spec	C	\$52,229	\$30,997	1.00	\$25.11	10	2080	007542012	11/27/2012	7/1/2010
2012	820524	463600 Senior Occup Safety Comp Off	C	\$49,213	\$18,293	1.00	\$23.66	8	2080	087442012	5/28/2014	7/1/2010
2012	820525	083800 Occupl Safety Compli Off	C	\$42,141	\$23,309	1.00	\$20.26	5	2080	195872012	12/26/2012	7/1/2010
2012	820526	083800 Occupl Safety Compli Off	C	\$43,534	\$16,961	1.00	\$20.93	6	2080	070072012	7/25/2012	7/1/2010
2012	820527	640400 Passenger Tramway Technician	C	\$55,224	\$13,552	1.00	\$26.55	14	2080	041102012	6/7/2014	7/1/2010
2012	820528	640400 Passenger Tramway Technician	C	\$55,224	\$26,376	1.00	\$26.55	14	2080	239402012	9/13/2014	7/1/2010
2012	820529	640400 Passenger Tramway Technician	C	\$47,944	\$29,992	1.00	\$23.05	9	2080	128452012	5/9/2013	7/1/2010
2012	820530	050100 Administrative Assistant A	C	\$31,928	\$20,914	1.00	\$15.35	3	2080	207332012	10/12/2012	7/1/2010

P. 78 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820531	088500 Project Worksafe Program Dir	C	\$65,915	\$28,600	1.00	\$31.69	12	2080	642602012	3/9/2013	7/1/2010
2012 820532	068500 Data Analyst & Info Coord	C	\$40,331	\$19,220	1.00	\$19.39	2	2080	0		7/1/2010
2012 820533	087400 Senr Occupl Hlth Compli Sp	C	\$58,448	\$27,132	1.00	\$28.10	14	2080	466512012	8/25/2014	7/1/2010
2012 820535	084500 VOSHA Compliance Program Dir	C	\$74,235	\$33,511	1.00	\$35.69	14	2080	628712012	6/7/2014	7/1/2010
2012 820536	029100 Wage & Hour Specialist	C	\$41,621	\$10,184	1.00	\$20.01	8	2080	020742012	4/17/2014	7/1/2010
2012 820537	238000 UC Program Administrator II	C	\$55,307	\$22,865	1.00	\$26.59	8	2080	129082012	10/29/2012	7/1/2010
2012 820538	038900 Workers" Comp Voc Rehab Sp	C	\$49,213	\$18,293	1.00	\$23.66	8	2080	862572012	4/1/2013	7/1/2010
2012 820539	038300 Workers" Comp Specialist I	C	\$50,773	\$18,659	1.00	\$24.41	13	2080	269742012	1/6/2015	7/1/2010
2012 820540	038300 Workers" Comp Specialist I	C	\$45,406	\$17,400	1.00	\$21.83	9	2080	812442012	1/6/2014	7/1/2010
2012 820541	038300 Workers" Comp Specialist I	C	\$50,773	\$18,921	1.00	\$24.41	13	2080	828552012	1/6/2015	7/1/2010
2012 820542	038700 Workers" Comp Specialist II	C	\$46,114	\$29,364	1.00	\$22.17	6	2080	183812012	4/3/2014	7/1/2010

P. 79 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820543	038700 Workers" Comp Specialist II	C	\$40,331	\$19,220	1.00	\$19.39	2	2080	0		7/1/2010
2012 820544	038700 Workers" Comp Specialist II	C	\$50,794	\$25,338	1.00	\$24.42	9	2080	410562012	10/29/2012	7/1/2010
2012 820545	038700 Workers" Comp Specialist II	C	\$44,616	\$17,214	1.00	\$21.45	5	2080	185212012	2/4/2013	7/1/2010
2012 820546	037500 Workers" Comp Supervisor	C	\$67,600	\$22,605	1.00	\$32.50	15	2080	070472012		7/1/2010
2012 820552	233400 Career Resource Spec II	C	\$30,805	\$16,854	1.00	\$14.81	2	2080	0		7/1/2010
2012 820553	233400 Career Resource Spec II	C	\$30,805	\$16,986	1.00	\$14.81	2	2080	0		7/1/2010
2012 820554	233400 Career Resource Spec II	C	\$30,805	\$16,986	1.00	\$14.81	2	2080	0		7/1/2010
2012 820555	233400 Career Resource Spec II	C	\$30,805	\$16,986	1.00	\$14.81	2	2080	0		7/1/2010
2012 820556	233400 Career Resource Spec II	C	\$30,805	\$16,810	1.00	\$14.81	2	2080	0		7/1/2010
2012 820557	233400 Career Resource Spec II	C	\$30,805	\$25,973	1.00	\$14.81	2	2080	239152012	4/11/2013	7/1/2010
2012 820558	233400 Career Resource Spec II	C	\$30,805	\$16,810	1.00	\$14.81	2	2080	0		7/1/2010

P. 80 of 87

Department: 04100 Labor
Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No	Class Code	Pos	Salary	Benefits	FTE	Rate	Step	Pay Code	Emp ID	Anniv	Start Date
Year Name	Title	Type						Duration		Date	End Date
2012 820559	233400 Career Resource Spec II	C	\$30,805	\$16,986	1.00	\$14.81	2	2080 0			7/1/2010
2012 820560	231700 VT DOL Coordinator I	C	\$37,378	\$22,032	1.00	\$17.97	3	2080	191072012	2/14/2013	7/1/2010
2012 820561	234500 Career Dev Facilitator I	C	\$30,805	\$16,986	1.00	\$14.81	2	2080 0			7/1/2010
2012 820562	089040 Financial Specialist III	C	\$53,643	\$26,005	1.00	\$25.79	13	2080	228402012	6/25/2013	7/1/2010
2012 820563	236700 UC Cust Serv Rep	C	\$30,805	\$16,986	1.00	\$14.81	2	2080 0			7/1/2010
2012 820564	236700 UC Cust Serv Rep	C	\$29,474	\$7,124	1.00	\$14.17	1	2080	245112012	9/22/2012	7/1/2010
2012 820565	236700 UC Cust Serv Rep	C	\$29,474	\$25,661	1.00	\$14.17	1	2080	060932012	8/16/2012	7/1/2010
2012 820566	236700 UC Cust Serv Rep	C	\$30,805	\$16,986	1.00	\$14.81	2	2080 0			7/1/2010
2012 820567	236700 UC Cust Serv Rep	C	\$29,474	\$13,664	1.00	\$14.17	1	2080 0			7/1/2010
2012 820568	236700 UC Cust Serv Rep	C	\$30,805	\$16,986	1.00	\$14.81	2	2080	245132012		7/1/2010
2012 820569	236600 UC Claims Adjudicator	C	\$34,278	\$17,625	1.00	\$16.48	2	2080 0			7/1/2010

p. 81 of 87

Department: 04100 Labor
 Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820570	236600 UC Claims Adjudicator	C	\$32,739	\$7,877	1.00	\$15.74	1	2080	242402012	9/14/2012	7/1/2010
2012	820571	038600 Workers" Comp Investigator	C	\$46,114	\$24,240	1.00	\$22.17	6	2080	066582012	6/20/2014	7/1/2010
2012	820572	038600 Workers" Comp Investigator	C	\$40,331	\$16,209	1.00	\$19.39	2	2080	175312012	4/26/2013	7/1/2010
2012	820573	236400 Hearings Examiner	C	\$38,522	\$22,461	1.00	\$18.52	1	2080	243402012	7/25/2012	7/1/2010
2012	820574	038600 Workers" Comp Investigator	C	\$38,522	\$24,959	1.00	\$18.52	1	2080	245102012	9/22/2012	7/1/2010
2012	820575	089040 Financial Specialist III	C	\$38,168	\$18,536	1.00	\$18.35	2	2080	0		7/1/2010
2012	820576	045900 Senr Research&Statistics Anal	C	\$36,462	\$15,145	1.00	\$17.53	1	2080	249242012	12/30/2012	7/1/2010
2012	820577	234800 Career Dev Facilitator II	C	\$34,278	\$17,800	1.00	\$16.48	2	2080	0		7/1/2010
2012	820578	038600 Workers" Comp Investigator	C	\$40,331	\$19,220	1.00	\$19.39	2	2080	0		7/1/2010
2012	820579	232900 Employer Resource Consultant	C	\$38,168	\$18,711	1.00	\$18.35	2	2080	0		
2012	820580	233400 Career Resource.Spec II	C	\$30,805	\$16,986	1.00	\$14.81	2	2080	222442012	11/9/2012	7/1/2010

P. 82 of 87

Department: 04100 Labor
Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820581	523200 Disability Determ Spec II	C	\$34,278	\$17,800	1.00	\$16.48	2	2080 0			
2012 820582	523200 Disability Determ Spec II	C	\$34,278	\$17,800	1.00	\$16.48	2	2080 0			
2012 820583	523200 Disability Determ Spec II	C	\$34,278	\$17,800	1.00	\$16.48	2	2080 0			
2012 827003	95870E General Counsel I	E	\$66,331	\$28,855	1.00	\$31.89	0	2080	018332012		7/1/2010
2012 827005	95010E Executive Director	E	\$74,859	\$36,484	1.00	\$35.99	13	2080	278152012		7/1/2010
2012 827006	96140E Director, Workers Compensation	E	\$80,413	\$24,144	1.00	\$38.66	0	2080	653052012		7/1/2010
2012 827008	95868E Staff Attorney III	E	\$49,937	\$19,617	0.80	\$30.01	0	2080	314802012		7/1/2010
2012 827009	95868E Staff Attorney III	E	\$62,691	\$28,279	1.00	\$30.14	0	2080	009972012		7/1/2010
2012 827010	95867E Staff Attorney II	E	\$52,770	\$19,026	1.00	\$25.37	0	2080	129172012		7/1/2010
2012 827011	96150E Director, UC & Wage	E	\$69,472	\$35,551	1.00	\$33.40	0	2080	045082012		7/1/2010
2012 827012	96160E Director, Workforce Dev	E	\$79,872	\$32,157	1.00	\$38.40	0	2080	251712012		7/1/2010

P. 83 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100500000 VDOL Program

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 827013	95869E Staff Attorney IV	E	\$71,261	\$17,484	1.00	\$34.26	0	2080	229442012		7/1/2010
Reporting Level 4100500000 Total			\$12,802,682	\$6,279,473	286.30						
Labor Total			\$14,063,287	\$6,874,767	313.30						

P. 84 of 87

Department: 04100 Labor
 Version: 2012-B-01-04100

Reporting Level 4100600000 VDOL Administration

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820002	871000 Plant Maintenance Supervisor A	C	\$39,416	\$23,182	1.00	\$18.95	8	2080	034812012	8/10/2012	7/1/2010
2012	820003	089020 Financial Specialist I	C	\$30,805	\$16,810	1.00	\$14.81	2	2080	249322012		10/10/2010
2012	820027	238700 VT DOL Mail Clerk	C	\$35,922	\$22,100	1.00	\$17.27	10	2080	982432012	2/1/2013	7/1/2010
2012	820077	089070 Financial Administrator III	C	\$46,946	\$24,436	1.00	\$22.57	3	2080	161482012	1/17/2013	7/1/2010
2012	820087	089030 Financial Specialist II	C	\$32,739	\$14,429	1.00	\$15.74	1	2080	150062012	10/2/2012	7/1/2010
2012	820090	057200 Info Tech Spec II	C	\$44,366	\$17,156	1.00	\$21.33	3	2080	218912012	6/22/2012	7/1/2010
2012	820091	025100 Computer Operator I	C	\$28,538	\$20,119	1.00	\$13.72	4	2080	215412012	4/13/2013	7/1/2010
2012	820099	057200 Info Tech Spec II	C	\$42,702	\$19,776	1.00	\$20.53	2	2080	0		7/1/2010
2012	820108	089040 Financial Specialist III	C	\$43,534	\$11,136	1.00	\$20.93	6	2080	092902012	5/28/2013	7/1/2010
2012	820121	865500 Custodian II	C	\$26,354	\$24,930	1.00	\$12.67	6	2080	127332012	8/2/2012	7/1/2010
2012	820143	057300 Info Tech Spec III	C	\$66,248	\$22,287	1.00	\$31.85	10	2080	654352012	3/10/2013	7/1/2010

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level . 4100600000 VDOL Administration

Pos No Year Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012 820146	865500 Custodian II	C	\$26,354	\$12,933	1.00	\$12.67	6	2080	121022012	3/27/2013	7/1/2010
2012 820161	020600 Storekeeper B	C	\$32,282	\$20,998	1.00	\$15.52	5	2080	197582012	1/31/2013	7/1/2010
2012 820178	025100 Computer Operator I	C	\$28,538	\$13,444	1.00	\$13.72	4	2080	204182012	7/8/2012	7/1/2010
2012 820230	089040 Financial Specialist III	C	\$38,168	\$22,213	1.00	\$18.35	2	2080	228892012	4/25/2013	7/1/2010
2012 820237	025300 Computer Operator III	C	\$34,736	\$21,572	1.00	\$16.70	4	2080	123842012	7/6/2012	7/1/2010
2012 820239	057200 Info Tech Spec II	C	\$48,755	\$24,861	1.00	\$23.44	6	2080	038552012	1/8/2014	7/1/2010
2012 820243	057300 Info Tech Spec III	C	\$48,734	\$11,559	1.00	\$23.43	1	2080	243152012	7/13/2012	7/1/2010
2012 820294	089030 Financial Specialist II	C	\$36,650	\$15,346	1.00	\$17.62	4	2080	129472012	6/20/2013	7/1/2010
2012 820337	857200 COMMUNICATIONS & OUTREACH	C	\$53,664	\$22,346	1.00	\$25.80	11	2080	371542012	11/25/2012	7/1/2010
2012 820380	089130 Financial Director I	C	\$66,102	\$31,585	1.00	\$31.78	6	2080	069582012	4/13/2014	7/1/2010
2012 820451	051400 Dir Admin Servs	C	\$86,653	\$41,939	1.00	\$41.66	15	2080	908092012		7/1/2010

p. 86 of 87

Department: 04100 Labor

Version: 2012-B-01-04100

Reporting Level 4100600000 VDOL Administration

Year	Pos No Name	Class Code Title	Pos Type	Salary	Benefits	FTE	Rate	Step	Pay Code Duration	Emp ID	Anniv Date	Start Date End Date
2012	820509	089060 Financial Administrator II	C	\$48,755	\$29,973	1.00	\$23.44	6	2080	039622012	3/30/2013	7/1/2010
2012	820513	057200 Info Tech Spec II	C	\$48,755	\$18,185	1.00	\$23.44	6	2080	184722012	5/1/2014	7/1/2010
2012	827001	90120A Commissioner	E	\$93,870	\$35,440	1.00	\$45.13	1	2080	0		7/1/2010
2012	827002	90570D Deputy Commissioner	E	\$83,013	\$26,417	1.00	\$39.91	0	2080	796252012		7/1/2010
2012	827004	05020B Administrative Assistant B	E	\$48,006	\$30,122	1.00	\$23.08	13	2080	140012012	7/9/2013	7/1/2010
Reporting Level 4100600000 Total				\$1,260,605	\$595,294	27.00						
Labor Total				\$14,063,287	\$6,874,767	313.30						