

could not have been anticipated at this time last year. Strengthening the Environmental Protection Division by having a NYU Fellow join the Division would be a great help in advancing the Attorney General's environmental protection agenda. Adding a member to the Division without cost to the state's general fund would make the benefit to Vermont even greater.

Within the Division, a NYU Fellow would report to the Division Chief as if he or she were a regular staff AAG. The NYU Fellow would be expected to be self-sufficient and would be afforded room to work independently on assigned cases. Significant decisions on litigation, joining a multi-state, etc. would be run through the Division Chief up to the Deputy Attorney General and Attorney General for approval.

3. Budget Proposal and Confirmation of Authority

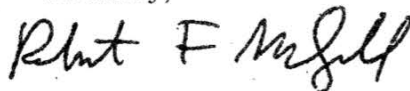
With respect to identification of a proposed salary range for the NYU Fellow (working as a Special AAG), if the individual were being hired as a full-time staff here at the Vermont Attorney General's Office, the range of salaries would run – on average – from \$60,000 (5 years' legal experience) to \$75,000 (10 years' legal experience). A salary in these ranges, depending on the number of years' experience, would place the NYU Fellow in the same pay range as existing AAGs with 5 to 10 years' experience. Salary equity is of great importance in our Office and hiring to an equal range as their peers would be expected.

The Office of the Attorney General has the authority to have an "employee" paid for by an outside source. This model is not uncommon for state government. Depending on the structure of the NYU Fellow program, approval from the state's Joint Fiscal Office may also be required before commencing.

Thank you for your consideration of the Vermont Attorney General's Office's application for a NYU Fellow. I would be happy to discuss our Office's interest further, and would be happy to answer any questions you may have about our Office, the Environmental Protection Division or our environmental protection work.

I look forward to hearing more about the NYU Fellow program.

Sincerely,



Robert F. McDougall
Assistant Attorney General
Chief of the Environmental Protection Division