



AGENCY OF HUMAN SERVICES

DEPARTMENT OF DISABILITIES, AGING AND INDEPENDENT LIVING  
DEVELOPMENTAL DISABILITIES SERVICES DIVISION  
280 STATE DRIVE HC2 SOUTH  
WATERBURY, VT 05671-2030  
PHONE: 802-241-0304 FAX 802-241-0410

To: Developmental Disabilities Services and Family Managed Respite Employers  
From: Jennifer Garabedian, Director, Developmental Disabilities Services Division  
Date: *Jennifer Garabedian*  
July 29, 2024  
Re: New Minimum Wage for Developmental Disabilities Services

This information is important. If you need help understanding it, call 1-802 241-0304.  
Ces informations sont importantes. Si vous avez besoin d'aide pour les comprendre, appelez le 1-802 241-0304.  
Esta información es importante. Si usted necesita ayuda para comprenderla, llame al 1-802 241-0304.  
Ova informacija je važno. Ako vam je potrebna pomoć razumijevanja, nazovite 1-802 241-0304.  
Maelezo haya ni muhimu. Ikiwa unahitaji msaada wa kuyafahamu, piga simu 1-802 241-0304.  
ဤသတင်းအချက်အလက်မှာ အလွန်အရေးကြီးပါသည်။ အကယ်၍ နားလည်ရန် အကူအညီလိုပါက 1-802 241-0304 သို့ ဖုန်းဆက်ခေါ်ပါ။  
यो जानकारी महत्वपूर्ण छ। यदि तपाईंलाई यो बुझ्न सहयोग चाहिएमा, 1-802-241-0304 मा कल गर्नुहोस्।

The State of Vermont and the Local 4802 of the American Federation of State, County, and Municipal Employees (AFSCME) Council 93, negotiated a Collective Bargaining Agreement (CBA). AFSCME represents independent direct support providers, including Developmental Disabilities Services providers.

**With the pay period beginning July 14, 2024, an increase in the minimum wage will go into effect.**

Employers must continue to calculate **11.82%** as the tax rate for ALL employees, no matter the wage they are paid.

Based upon the CBA, the minimum wage will increase to \$14.75 per hour. The new total hourly rate that you must budget for (to include taxes) is \$16.49 per hour. The new minimum daily rate increases to \$236.00 per day. The new total daily rate that you must budget for (to include taxes) is \$263.90 per day.

Licensing and Protection

Adult Services

Vocational Rehabilitation

Developmental Disabilities Services

Blind and Visually Impaired

If you submit a timesheet that includes a rate below the minimum required, ARIS is authorized by the Department to adjust the rate to the minimum required.

The authorized rate and the amount you decide to pay your workers may not be the same. Only those whose authorized budgets are **below** the required minimum will receive an increase related to the CBA. Your agency will notify you of the increase in the Authorized Funding Limit (AFL).

DS agencies and Transition II will receive additional funds to increase the budgets so that individuals may still access the same number of hours of service. DS agencies and Transition II will receive additional funds for individuals whose **authorized budgets have rates below** the newly required minimums.

Please contact your provider agency or Transition II (if you are self/family-managing) with any questions related to this change.