



## MEMO

**To:** Independent employers under the Attendant Services, Choices for Care, and Traumatic Brain Injury programs

**From:** Adult Services Division, Department of Disabilities, Aging and Independent Living

**Date:** Thursday, April 9, 2020

**Re:** Guidance to Employers to Pay People Living in the Home During the COVID-19 Pandemic

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This document provides guidance to independent employers under the Attendant Services, Choices for Care, and Traumatic Brain Injury programs.

The COVID-19 pandemic has created an urgent need to maintain physical distance and aggressively reduce person to person contact. This will help to reduce the spread of the virus and reduce the impact on our healthcare system.

As part of Vermont's strategy to address the COVID-19 challenges, one goal is to provide more flexibility in paying direct care workers living in the home. With this flexibility, we are providing a blanket variance to allow employers to temporarily pay people ages 16-17, parents, spouses, guardians, and people who serve as employers.

The changes below are effective as of March 13, 2020, the date that Vermont declared a State of Emergency. These changes will expire at the end of the COVID-19 emergency.

Please also note that the public health situation is changing, and guidance may change as a result.

If you have questions about this guidance, please contact:

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Or

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Guidance for Independent Employers:

<b>Program</b>	<b>Can workers under the age of 18 be employed and paid?</b>	<b>Can guardians of participants be employed and paid?</b>	<b>Can parents of adult children be employed and paid?</b>	<b>Can spouses be employed and paid?</b>	<b>Can an employer (who is not the recipient) employ her/himself and be paid?</b>
Attendant Services Program (General Fund)	Yes ages 16-17, this will be allowed temporarily.	Yes, this will be allowed temporarily.	Yes, this is already allowed.	Yes, this is already allowed.	Yes, this will be allowed temporarily if the employer lives with the recipient.
Attendant Services Program (Medicaid)	Yes ages 16-17, this will be allowed temporarily.	Yes, this will be allowed temporarily.	Yes, this is already allowed.	Yes, this will be allowed temporarily.	Yes, this will be allowed temporarily if the employer lives with the recipient.
Choices for Care HCBS	Yes ages 16-17, this will be allowed temporarily.	Yes, this will be allowed temporarily.	Yes, this is already allowed.	Yes, this is already allowed for personal care.	Yes, this will be allowed temporarily if the employer lives with the recipient.
Traumatic Brain Injury Program	Yes ages 16-17, this will be allowed temporarily.	Yes, this will be allowed temporarily.	Yes, this will be allowed temporarily.	Yes, this will be allowed temporarily.	Yes, this will be allowed temporarily if the employer lives with the recipient.