

# ARIS Solutions Specific- Premium Pay Frequently Asked Questions (FAQ)

## **What is the Premium Pay program?**

The [Premium Pay for Workforce Recruitment and Retention Grant Program](#) offers additional payments to employees who provided direct support between July 3, 2022 and October 1, 2022. The payment amount depends on the number of hours worked during that time. Each employee will receive a letter that states the amount they could receive based on the timesheets they submitted.

## **Who is eligible for the Premium Pay program?**

To be eligible for Premium Pay, an independent direct support provider must:

- be an active employee,
- have performed in-person work and been in contact with patients, the public, or coworkers,
- have been paid for providing at least 40 hours of in-person support from July 3, 2022 through October 1 2022, and
- commit to continuing working for an employer of independent direct support providers for at least three months after receiving the premium pay.

## **How will ARIS pre-screen employees for eligibility?**

ARIS Solutions will run a report of individuals who were paid for hours worked during the grant period (July 3, 2022 through October 1, 2022). Employees who were paid for working at least 40 hours for their employer will be sent a letter and form to complete about their eligibility. Employees who worked less than 40 hours for their employer will not be sent a letter. If an employee has more than one employer, the employee may be eligible for more than one payment and will receive a separate letter for each employer.

Daily rate hours (“overnight respite”) is paid at 16 hours per day and is not counted as 24 hours.

The pre-screen report does not automatically determine that the employee meets all eligibility criteria. The employee must complete and return an attestation form by **December 28th**, agreeing to the requirements to receive the Premium Pay payment. These requirements are listed above under “**Who is eligible for the Premium Pay program?**” This form will be sent by mail to pre-screened employees by mid-October.

**What does it mean to commit to continuing working for an employer of independent direct support providers?**

You agree to work for an employer of independent direct support providers for at least three months after you receive the payment. You are making the commitment in good faith, meaning you expect to continue working with your current employer or another employer of independent direct support providers during this time.

**Is the money for this payment coming from the budget I manage?**

No. The State of Vermont authorized special funds for this grant. This payment will not take money out of the budget that you manage or impact the services available for the individual who receives care.

**I get public benefits from the Department of Children and Families. Will I lose them if I get this extra pay?**

This premium pay will **not** make you lose:

- General Assistance
- Fuel Assistance
- Essential Person
- Reach up (and Reach Up related programs- Reach First, Reach Ahead, and the Postsecondary Education Program)

Do you get 3SquaresVT? Did you have to pass a resource test to get it? If you did, this extra pay counts as a resource the month you get it. What if you did **not** have to pass a resource test to get 3SquaresVT? Then the extra pay does not count as income for 3SquaresVT. You can call Vermont Legal Aid at **1-800-889-2047** if you have questions.

**I get other public benefits. Will the extra pay change my public benefits?**

Call the Health Care Advocate at **1-800-917-7787**. They can answer questions about your health care benefits, including Medicaid. Call Vermont Legal Aid at **1-800-889-2047**. They can answer questions about other public benefits. Or go to [www.vtlawhelp.org](http://www.vtlawhelp.org).

**Is the Premium Pay program payment taxable income?**

Yes. The payment that the employee receives will be reduced by the employer portion of Social Security and Medicare taxes (7.65%) as well as employee withholdings and garnishments. The payroll deduction will be based on the employee's typical payroll information.

**What if I cannot locate the form that was sent?**

Please contact our Customer Service team to ask that the form be resent. Our Customer Service Representatives are available Monday through Friday, from 8:00 a.m. to 4:00 p.m. by calling (800) 798-1658.

**Can the form be sent by fax or email?**

No. The form needs to be sent through the mail or hand-delivered to our office. We need to have original signatures on this form.

**What is the due date for the completed form?**

The form must be received at the ARIS Solutions office by December 28th, 2022.

The form can be mailed, or hand delivered.

Our mailing address is:

**ARIS Solutions  
PO BOX 4409  
White River Jct., VT 05001**

Our physical address is:

**ARIS Solutions  
72 So. Main Street  
White River Jct., VT 05001**

**What if I do not want this extra pay?**

You have the right to turn down the payment. You simply do not need to turn in your form.

**Who do I call with questions?**

If you have any questions, please contact ARIS Solutions. Our Customer Service team is available Monday through Friday, from 8:00 a.m. to 4:00 p.m., by calling (800) 798-1658.