

State of Vermont  
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**DETERMINATION OF EMPLOYER TAX RATE SCHEDULE FOR  
UNEMPLOYMENT INSURANCE**  
(RATE YEAR JULY 1, 2024 – JUNE 30, 2025)

21 V.S.A. § 1326 provides, in part:

- (d) The Commissioner shall compute a current fund ratio, and a highest benefit cost rate, as follows:
- (1) The current fund ratio shall be determined by dividing the available balance of the Unemployment Compensation Fund on December 31 of the preceding calendar year by the total wages paid for employment during that calendar year as reported by employers by the following March 31.
- (2)(A) The highest benefit cost rate shall be determined by dividing the highest amount of benefit payments made during a consecutive 12-month period that ended within the 10-year period ending on the preceding December 31, by the total wages paid during the four calendar quarter periods that ended within that 12-month period.
- (B) Notwithstanding any provision of subdivision (A) of this subdivision (d)(2) to the contrary, when computing the tax rate schedule to become effective on July 1, 2021 and on each subsequent July 1, the Commissioner shall calculate the highest benefit cost rate without consideration of benefit payments made in calendar year 2020.
- (e) The rate schedule shall be determined by dividing the current fund ratio by the highest benefit cost rate. The applicable rate schedule shall be that schedule below the resultant quotient that appears in column C of the following table (as shown below):

If the resulting quotient is:		% of Taxable Payrolls Rate Class
From	To	
2.50	and over	I.
2.00	to 2.49	II.
1.50	to 1.99	III.
1.00	to 1.49	IV.
under 1.00		V.



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## ESTABLISHMENT OF UNEMPLOYMENT INSURANCE MAXIMUM WEEKLY BENEFIT AMOUNT

(Effective the benefit week beginning July 7, 2024)

21 V.S.A. § 1338 provides, in part:

(f)(1) The maximum weekly benefit amount shall be annually adjusted on the first day of the first calendar week in July to an amount equal to the sum of \$60.00 plus 57 percent of the State annual average weekly wage as determined by subsection (g) of this section.

(2) Notwithstanding any provision of subdivision (1) of this subsection to the contrary:

(A) The maximum weekly benefit amount shall not increase in any year that advances made to the State Unemployment Compensation Fund pursuant to Title XII of the Social Security Act, as amended, remain unpaid.

(B) The maximum weekly benefit amount shall not decrease.

(g) On or before the first day of June of each year, the total wages reported on contribution reports for the preceding calendar year shall be divided by the average monthly number of covered workers (determined by dividing the total covered employment reported on contribution reports pursuant to this chapter for the preceding year by 12). The State average annual wage thus obtained shall be divided by 52 and the State average weekly wage thus determined shall be rounded down to the nearest dollar.

**FINDINGS:**

1.	Title XII Loans made on or after April 1, 1982 outstanding as of December 31, 2023.....	\$0.00
2.	Total Wages Reported CY 2023.....	\$ 18,315,722,989
3.	Sum of Covered Employment CY 2023 .....	3,599,023
4.	Annual Average Covered Employment CY 2023 (3,599,023 divided by 12) .....	299,919
5.	Annual Average Wage CY 2023 (\$ 18,315,722,989 divided by 299,919) .....	\$ 61,068.90



6.	Average Weekly Wage CY 2023 (\$ 61,068.90 divided by 52).....	\$ 1,174.40
	Rounded Down .....	\$ 1,174.00
7.	Statutorily Set Adjustment Amount .....	57%
8.	Maximum Weekly Benefit (\$ 1,174.00 x 0.57).....	\$ 669.18
	Rounded Down .....	\$ 669.00
9.	Add Sixty Dollars .....	+ \$ 60.00
10.	Maximum Weekly Benefit (\$ 669.00 + 60.00).....	\$ 729.00

**DETERMINATION:**

Therefore, the Commissioner determines the maximum weekly benefit amount as computed in accordance with 21 V.S.A. § 1338 is \$ 729.00 effective on or after July 7, 2024 and prior to July 6, 2025.

Dated at Montpelier, County of Washington, State of Vermont this 19 day of JUNE 2024.

  
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 Michael Harrington, Commissioner  
 Vermont Department of Labor



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## ESTABLISHMENT OF NEW EMPLOYER TAX RATE FOR UNEMPLOYMENT INSURANCE

(RATE YEAR JULY 1, 2024 – JUNE 30, 2025)

21 V.S.A. § 1324 provides, in part:

(b) For contribution rate years beginning July 1, 1987 and subsequent thereto:

(1) the standard rate of contributions shall be five and four-tenths percent;

(2) each employer who has not been subject to this chapter for a sufficient period of time to have the rate computed under section 1326 of this title shall pay contributions at the rate of one percent, except that foreign corporations classified in the three-digit North American Industry Classification System Code as 236, 237, or 238 shall pay contributions at a rate equal to the average rate as of the most recent computation date paid by all employers so classified.

### DETERMINATION:

In accordance with 21 V.S.A. § 1324, the Commissioner determines that the following tax rates shall be effective for unrated taxpaying employers for the rate year beginning July 1, 2024:

<u>Industry Title</u>	<u>NAICS Code</u>	<u>Tax Rate</u>
Construction of buildings	236	2.2%
Heavy & civil engineering construction	237	3.9%
Specialty trade contractors	238	2.8%

Dated at Montpelier, County of Washington, State of Vermont this 19 day of JUNE 2024.



Michael Harrington, Commissioner  
Vermont Department of Labor



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**DETERMINATION OF AVERAGE BENEFIT COST RATE FOR NONPROFIT  
ORGANIZATIONS**  
(CALENDAR YEAR 2024)

21 V.S.A. § 1321(c)(3) provides, in part:

- (3) Reimbursement payments. Payments in lieu of contributions shall be made in accordance with the provisions of this subdivision, including either subdivision (A) or (B).

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- (B)(i) Each nonprofit organization that has elected payments in lieu of contributions may request permission to make such payments as provided in this subdivision (c)(3)(B). Payment pursuant to the provisions of this subdivision (c)(3)(B) shall become effective upon approval of the Commissioner.
- (ii) At the end of each calendar quarter, the Commissioner shall bill each nonprofit organization approved to make payments pursuant to the provisions of this subdivision (c)(3)(B) for an amount representing a percentage of its total payroll for the immediately preceding calendar year that the Commissioner determines to be appropriate based on the average benefit costs attributable to service in the employ of nonprofit organizations during the preceding calendar year. The Commissioner may determine a different rate for any organization that did not pay wages throughout the four calendar quarters of the preceding calendar year.

**DETERMINATION:**

21 V.S.A. § 1321(c)(3)(B)(iii) states: "At the end of each calendar year, the Commissioner may modify the quarterly percentage of payroll thereafter payable by the nonprofit organization in order to minimize excess or insufficient payments."

Since no employer currently elects this option, the Commissioner determines that the quarterly rate for calendar year 2024 shall approximately equal the most recent benefit cost rate for all nonprofit organizations, three-tenths of one percent.

Dated at Montpelier, County of Washington, State of Vermont this 19 day of JUNE 2024.

  
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## QUARTERLY QUALIFYING WAGE FOR UNEMPLOYMENT INSURANCE

(Effective the benefit week beginning July 7, 2024)

21 V.S.A. § 1338 provides, in part:

- (h) Effective with the first calendar week of July, 1990, and with the first full calendar weeks of each July thereafter, the minimum quarterly wage requirement of subdivision (d)(1) of this section shall be adjusted by a percentage increase equal to the percentage increase, if any, in the State minimum wage effective during the prior calendar year. This adjusted minimum quarterly wage requirement shall be applicable to new claims for benefits with effective dates during or after the first full calendar week of July 1990, and the first full calendar weeks of each July thereafter.

### FINDINGS:

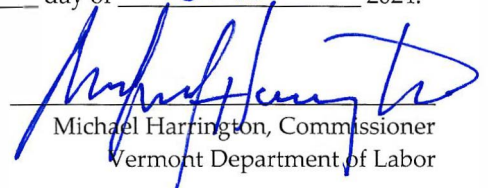
1.	Vermont Minimum Wage December 31, 2022 .....	\$ 12.55
2.	Vermont Minimum Wage December 31, 2023.....	\$ 13.18
3.	Percentage Increase for Prior Calendar Year (( $\$ 13.18 - \$ 12.55$ ) divided by $\$ 12.55$ ) .....	5.0%
4.	Prior Year Quarterly Qualifying Wage .....	\$ 3,434
5.	Quarterly Qualifying Wage ( $\$ 3,434 \times 1.050$ ).....	\$ 3,606

### DETERMINATION:

Therefore, the Commissioner determines that:

To qualify for benefits for new claims with effective dates during or after the first full week of July 2024, an individual must have been paid wages in employment with an employer or employers subject to the unemployment compensation statute that equal at least \$3,606.00 in a quarter of the base period, and satisfy additional relevant requirements of Section 1338.

Dated at Montpelier, County of Washington, State of Vermont this 19 day of JUNE 2024.

  
Michael Harrington, Commissioner  
Vermont Department of Labor





- (h) In the determination of a rate schedule, only the wages paid by employers liable for payment of contributions into the fund and benefit payments not reimbursable by employers liable for payments in lieu of contributions shall be considered in the computation of a current fund ratio and highest benefit cost rate.

**FINDINGS:**

1. Current fund ratio

- a. Available balance of Unemployment Compensation Fund, December 31, 2023: .....\$ 277,471,937
- b. Total wages for 2023 reported by taxpaying employers: ..... \$ 12,852,300,459
- c. Current fund ratio: \$ 277,471,937 divided by \$ 12,852,300,459 times 100..... 2.1589

2. Highest amount of benefit payments during 10-year period ending December 31, 2023, without considering calendar year 2020, is the 12-month period ending December 31, 2021, which is determined as follows:


- a. Amount of benefit payments 12-month period ending December 31, 2021 regular benefits plus state portion of extended benefits, taxpaying employers ..... \$ 93,321,630
- b. Total wages paid by taxpaying employers during four quarters ending December 31, 2021..... \$ 11,156,641,678
- c. Benefit cost rate: \$ 93,321,630 divided by \$ 11,156,641,678 times 100 ..... 0.8365

3. Current fund ratio 2.1589 divided by highest benefit cost rate 0.8365 ..... 2.58

**DETERMINATION:**

Since the "resultant quotient" in item 3 is over 2.50, the Commissioner determines, in accordance with 21 V.S.A. § 1326, that rate schedule I shall be effective for all tax paying employers for the rate year beginning July 1, 2024.

Dated at Montpelier, County of Washington, State of Vermont this 19 day of JUNE 2024.

  
 Michael Harrington, Commissioner  
 Vermont Department of Labor

