

State of Vermont
Agency of Administration
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Memo:

TO: Senate Committee on Government Operations

FROM: Sarah Clark, Secretary of Administration

Sarah
Clark

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by Sarah Clark
Date: 2026.04.14
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DATE: Tuesday, April 14, 2026

RE: H.861 – An act relating to establishing an Americans with Disabilities Act Coordinator

Thank you for the invitation to provide testimony to your committee on H.861. I understand the intent of H. 861 but believe more work is needed to ensure an effective centralized approach to accessibility and compliance with the Americans with Disabilities Act (ADA). It is important that any approach to accomplishing these goals is achievable and would leverage the tools and expertise that exist in the executive branch.

The key concerns with the position as proposed in H.861 are as follows:

- **Funding** – the position was not funded in the House-passed budget and would therefore, need an appropriation from the Senate. Even if the position was funded, the bill does not contemplate the additional costs of executing on the other requirements such as training, technology needs, etc.
- **Scope** – the responsibilities outlined in H.861 reflect significantly greater staffing needs than one position. Our initial analysis indicates that it could require as many as five to seven positions to accomplish the stated responsibilities. Even with the proper staffing, the charge is too broad for a centralized entity. Ensuring accessibility must be every agency and department's responsibility.
- **Qualifications and hiring process** – the listed qualifications of the position are so numerous that it would be extremely challenging to fill this role. In addition, I have concerns about the viability of the hiring process detailed in H.861 that requires the Secretary of Administration to hire only from a list generated by a committee outside of the executive branch. It would be essential to allow the operational experts the ability to set the qualifications and make the hiring decisions.





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