

Consumer Directed Employer Project Tribal Consultation

September 11, 2018

In-Home Personal Care

People who live in their own homes may receive personal care through a home care agency or by employing an Individual Provider (IP) selected by the participant.

In-Home Personal Care

Individual Providers and Home Care Agency workers assist with tasks such as mobility, medication management, toileting, bathing, housework and meal prep.

In-Home Personal Care

Home Care Agency: The participant chooses the agency and the agency sends a worker to the home.

Individual Provider: The participant chooses the worker and if the worker qualifies, that chosen worker comes to the home.

In-Home Personal Care

Home Care Agency: The employment functions are managed by the Home Care Agency.

Individual Provider: Currently, the employment functions are primarily managed by case management staff in the field offices around the state.

ESSB 6199

- Enacted during the 2018 legislative session
- Authorizes DSHS to establish a Consumer Directed Employer to serve as the legal employer for the Individual Provider workforce
- IP credentialing, payroll and other employer responsibilities will be transferred from the Aging and Long-Term Support Administration, Developmental Disability Administration and Area Agencies on Aging to the Consumer Directed Employer.

Benefits of the CDE

Participants will have more time with case managers to develop a comprehensive service plan to address their needs.

Benefits of the CDE

Case management staff will have more time for assessment, service planning, service plan monitoring, and working with participants to support activities to maintain their health and wellbeing.

Benefits of the CDE

Individual Providers will work with a single entity for payroll, tax reporting, credentialing, and other concerns. That entity will have a sole focus and expertise on the IP workforce.

Project Objectives

- Purchase a system that is flexible and easy to modify
- Streamline the IP employment support activities (credentialing, payroll, tax reporting, and others) by offering them all under one organization and contact center
- Continue in-person support for IPs throughout the state with local presence
- Free up case management time for service planning and monitoring

What won't change

Clients will retain the authority to select the person they want to be their IP.

What will change

The CDE project will transfer the administrative functions and responsibilities of IP management from DSHS and AAA case management staff to the Consumer Directed Employer.

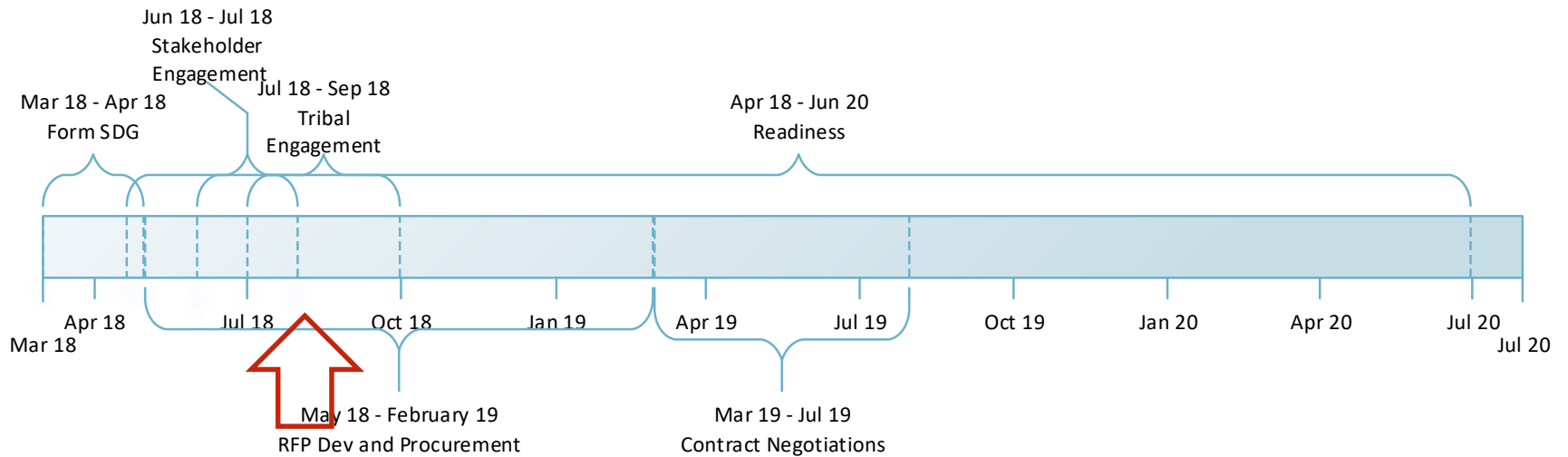
CDE Administrative Functions Will Be:

- Administration of payment system
- Background check tracking
- Hiring process; I-9, W-4, etc.
- Tax calculations and reporting
- Monitoring training requirements
- Electronic Visit Verification (EVV)
- Overtime utilization
- Managing IP work week limits

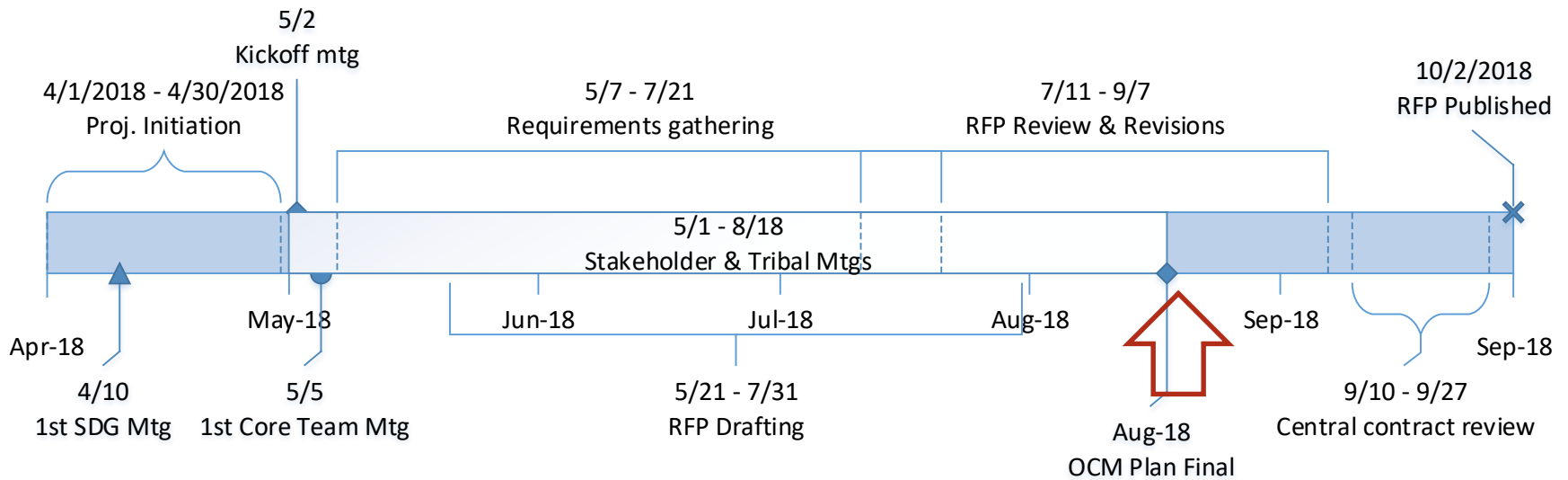
Electronic Visit Verification

- Federally required in Section 12006 of the “21st Century Cures Act”
- Must be implemented with or without the CDE by January 2020
- Must electronically track personal care provided in the home including:
 - Type of service performed
 - Individual receiving service
 - Date of service
 - Location of the delivery of service
 - Individual providing service
- Washington will delay implementation for IPs in order to implement through the CDE vendor. Home Care Agency implementation may begin sooner.

CDE Overall Timeline



Project Startup and Procurement Prep Schedule



Stay Connected

Sign up for GovDelivery:

<https://public.govdelivery.com/accounts/WADSHSAL TSA/subscriber/new> Select *Consumer Directed Employer* under “News and Resources”

Visit the CDE Website:

<https://www.dshs.wa.gov/altsa/cde>

Email the Project:

CDE@dshs.wa.gov

Marilee Fosbre
CDE Project Director

Marilee.Fosbre@dshs.wa.gov

Dennis Elonka
CDE Project Manager

Dennis.Elonka@dshs.wa.gov

Kindra Benavidez
Organizational Change Manager

Kindra.Benavidez@dshs.wa.gov