An Independent Living Model for Self-Directed PAS

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Essential Elements

- Accounting System
- Accountability System
Accounting System

- Timesheets
- Payroll
- Withholdings
- Receivables
Accountability System

- Policies
- Procedures
- Protocols
- Agreements
- Audits
Insurance

- Unemployment
- Workers Compensation
- FICA/Medicare
- General Liability
Unemployment

- SUTA
- FUTA
- Self-insured
Workers Compensation

- Classification of employees
- Rating
- Self-insuring
- High risk pools
Other Insurance

- FICA/Medicare
- General liability
  - Errors and omissions
  - Professional liability
  - Premises
  - Accident/injury
  - Umbrella
Signing Up Workers

• Application process
• Employment agreements
• Background checks
• Job description
• Statutory requirements
Paying Workers

- Paper checks, direct deposit, deposit cards
- Stop payments
- Lost checks
- Late checks
- Corrections and adjustments
Case Management

- Eligibility screening
- Assessment
- Service Development
- Service coordination
- Information and referral
Worker Recruitment

- Rural issues
- Family/friends
- Networking
Maximizing Control over Decision-Making

- Systems to “feed” issues back to consumers
- Communication with workers and consumer
- Process for supporting consumer decisions
FMS/AWC implications

• Who is the employer?

• Where does liability attach?

• How is consumer control maximized?

• How to address the inequity between self-directed and agency-directed services?