



NYS Office For People With Developmental Disabilities

Putting People First



Consolidated Supports and Services Redesign

April 2014

Individuals and Families Presentation



Purpose of Meeting - Agenda

To discuss changes to CSS:

- CSS Current Model and Future Changes
- Overview of new Plan & Budget
- Conversion of FMS to Fiscal Intermediary (FI) & Expanded Choices of FI Services
- Moving individual budgets to new format by October 1, 2014



OPWDD's Objective

#1: Find ways to make it work

- Yes, there are changes ahead, but we will have a much “easier to use” program once we’re done
- Where plans are working for people we want that to continue
- If Broker Services are needed to make changes in individual plans – OPWDD will pay for this support



Terms for the Day

- CMS – Centers for Medicare and Medicaid Services (Federal government)
- CSS - Consolidated Supports and Services
- Self Direction (SD)
- Employer Authority
- Budget Authority
- Fiscal Intermediary (FI) – previously known as FMS
- Self – Hire
- Agency Supported Self Direction
- Direct Provider Purchased Services/Supports



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WHAT'S THE SAME – WHAT'S NEW



SAME: What is Self Direction?

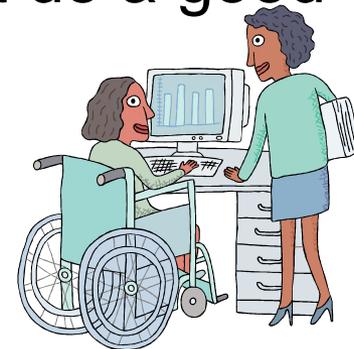
Self Direction means that the individual with developmental disabilities may choose:

- Employer Authority and/or Budget Authority
- to self direct your supports and services
- the mix of supports and services that work best for you, how and when they are provided, and the staff and/or organizations who provide them – choosing:
 - HCBS waiver supports,
 - NYS funded supports, and/or
 - Natural and generic community supports



SAME: What is Employer Authority?

- YOU make decisions about who works for you.
- YOU can recruit people to work for you.
- YOU and people you know and trust decide what you need your staff to do to help you, how many hours of help you need and when you need that help.
- YOU supervise your staff and if they don't do a good job, you can change your staff.





SAME: What is Budget Authority?

- YOU make choices about the services you need.
- YOU make decisions about your services and supports based on your funding.
- YOU decide what services are paid for and who is paid to provide them; you decide how much to pay self-hired staff
- YOU and people who support you manage your OPWDD budget in a responsible manner.



NEW: CMS Mandated Changes

- The monthly billing unit is not permitted.
- Each Medicaid funded self-directed service component in a person's Self Directed Plan/Budget must line up with an HCBS Waiver service.
- Each support/service in your current CSS plan that is eligible for Medicaid funding must be separately billed to Medicaid.
- FI reimbursement must be separately billed; based on the level of support you choose to purchase.

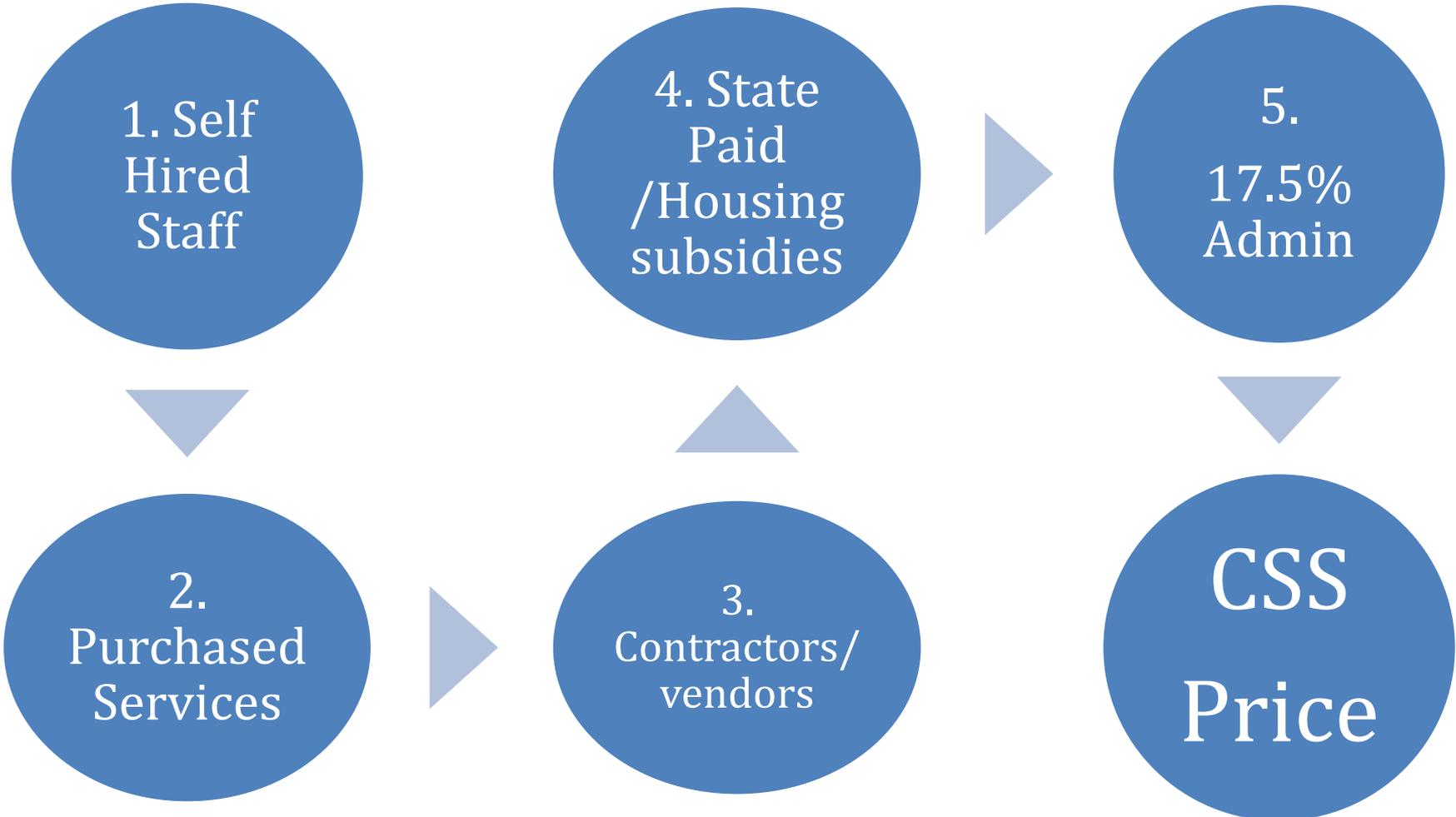


NEW: CMS Mandated Changes

- The amount paid for self-directed services can't exceed the amount paid for provider-controlled services
- Medicaid payment can't be higher than the PRA; no exceptions are allowed
- Effective date of conversion for all CSS plans is October 1, 2014.



Today: CSS Budget





Now and Future – What is in the Self Directed Budget

- Refer & Select Staff (Self Hire Staff)
- Agency Purchased Services
- Contractors and Vendors
- Housing Subsidy
- State Paid Items
 - *Fiscal Intermediary is also a choice you make regarding level of service – no automatic 17.5% of the budget*



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THE BUDGET – SECTION BY SECTION



Self-Direction Today: Self Hire Staff

NOW:

- I select and refer my own staff or hire agency staff
- I set the salary
- My FI agency pays their wages



1. Future Choices in Self Direction: Self Hire Staff

FUTURE:

- I select my own staff
- I set the salary
- I can arrange my own back-up staffing
- My FI agency performs admin functions, including payroll & HR
- *If I choose, my FI agency can provide other staffing supports (such as training & assistance with staff management)*
- *I can choose to be the Employer of Record*



1. Future Choices in Self Direction: **Self-Hired Staff**

For all three service types

- ***Community Habilitation***
- ***Respite***
- ***Supported Employment***

the wage is limited to the amount paid a provider agency for the same service



1. Future Choices in Self Direction:

What services do Self Hire Staff provide?

- **Community Habilitation**

- This includes face-to-face habilitation &/or “hands-on support services” at home and in the community

- **Respite**

- family or caregiver needs respite on a short-term basis

- **Employment Supports (SEMP)**

- Assistance in locating or developing a job, providing supports for me to sustain paid work, such as supervision, counseling and training



2. Future Choices in Self Direction: **Agency Purchased Services**

Purchasing
Traditional HCBS
Service

- Still an option after 10/1/14
- Counted against PRA
- Not billed by FI

*Purchasing Agency
Supported Self-
Directed Service*

- *Individual selects staff*
- *Agency sets salary, and provides:
Backup Staffing, Program
Management & Clinical Oversight*



3. Future Choices in Self Direction: Change for Contractor & Vendor Services

Option still available, budgeted differently

- Individual Directed Goods and Services (IDGS) will be a Medicaid Option 10/1/14
- OTPS continues to be a State Paid Option
- Live-in Caregiver & Brokers remain Medicaid funded (as discrete waiver services)



3. Future Choices in Self Direction: Individual Directed Goods & Services (IDGS)

Proposed new service (10/1/14)

- Can be used for items we now call contractor or vendor services, and items like transportation.
- Federal guidelines require that IDGS:
 - Relate to a valued outcome;
 - Increase independence or substituting for human assistance,
 - Promote opportunities for community living and inclusion;
 - Accommodated within the participant's budget without compromising the participant's health or safety; and
 - Exclusively for the benefit of the participant or participants.



4. Future Choices in Self Direction: **State Paid Items & Housing Subsidies**

No Change



5. Proposed FI Choices

Level 1

- FI minimal involvement – FI might just bill IDGS, or pay housing subsidy

Level 2

- Individual manages staff hiring, negotiates wages
- Individual is Employer of Record
- FI supports individual with payroll/admin functions, performs background checks, same duties as Level 1

Level 3

- Current model – FI manages all self-directed services for individual
- Assists individual in managing staff; provides training to individual on his or her employer responsibilities.
- Same duties as Level 2



5. Changes for FMS Agencies

- Individual chooses degree of FI involvement; FI payment will not be determined based on the person's total budget amount
- Individual may choose to purchase “traditional” services directly from provider agencies, such as day habilitation.
- FI will no longer pay for traditional services; no more Memorandum Of Understanding (MOU) between FI and “traditional” service provider



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MECHANICS



Budget Template Changes

- New way to bill Self Directed Medicaid funded services – by specific service:
 - Community Habilitation
 - Respite
 - Supported Employment
 - Support Brokerage
 - Individual Directed Goods and Services
 - Live-In Caregiver
- Revised PRA
- Change in FI payment calculation and process



Worksheet Changes

- New worksheets – designed to be better planning tool for individual/COS and broker, including:
 - Valued Outcomes and Safeguards
 - Schedule
 - Separate areas to calculate each service/support
 - ✓ Community Habilitation
 - ✓ Respite
 - ✓ Supported Employment
 - ✓ Support Brokerage
 - ✓ Individual Directed Goods and Services
 - ✓ Live-In Caregiver
 - ✓ Other Than Personal Services
 - ✓ Transportation



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SUMMATION



What Stays the Same? What Will Change?

- Stakeholder engagement is a priority
- Ability to self hire staff and implement customized plan of support with employer and budget authority doesn't change
- Required reforms create opportunity for design changes that will make self directed supports choice clearer and more direct
- Opportunity to expand self direction options and streamline access to self directed options
- Education will be provided on all of the changes



What Stays the Same? What Will Change?

- Self direction of goods and services will be available as part of the plan: both as a waiver service (October 1, 2014) and as a state paid option. There will be specific rules about acceptable purchases and capped expense levels for these categories.
- Individuals and families can blend self hired and traditional services within their self-directed plan
- Employer Authority Self Direction option will stay in place for the Community Habilitation, and will be added for respite and SEMP – uses MOU



What Stays the Same?

What Will Change?

- Salaries for self hired staff will be determined by the individual who is self directing, within the allowed amount for the service category
- FI will provide administrative support for the individual's self hired staff and activities – may include:
 - background checks for identified staff,
 - required training,
 - HR and payroll functions,
 - monitoring the plan and resources to ensure appropriate implementation, and
 - documentation review and service billing based on delivered services.



We Want You to Know

OPWDD is committed to ensuring:

- Continuity of supports - we expect almost all supports will continue uninterrupted
- Provision of needed technical assistance for plan conversions
- Opportunities for education and discussion will be available on a statewide and regional basis



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NEXT STEPS



Timeline

Start Date: Today



Self Direction Redesign Training & Transitions to New Budget Template



All CSS Plans Compliant: October 1, 2014



Questions & Answers

- Questions may be directed to the following email address:
self.direction.redesign@opwdd.ny.gov