

Attachment 6

Consumer Directed Care Frequently Asked Questions

What is Consumer Directed Care?

Consumer Directed Care (CDC) is an option in the Elderly Services Program that allows the client to become an “employer” and hire their own “employees.” It is an alternative to using a traditional home care agency. The “employee” provides the same services that would be available through the home care agency, including help with chores and transportation. The goal of the CDC option is to provide more independence and increase client satisfaction, while using ESP resources more effectively.

Who can be an employee?

An “employee” must be age 18 or older, willing to undergo a criminal background check, and legally allowed to work in the United States. The employee can be a friend, neighbor or family member, but CANNOT be the spouse of the client.

What is involved in the criminal background check?

The criminal background check is completed using the potential employee’s Social Security number and current and previous addresses. Fingerprints are not needed. A new criminal background check is required even if the potential employee recently completed one for another employer or if they are currently working for other ESP clients. However, if they are working for a married couple, both of whom are ESP clients, only one background check is required.

How much paperwork is involved?

Quite a bit, initially, for both the employer – either the client or authorized representative (see below) – and the employee. An overview of some of the paperwork is included on the back of this fact sheet. The employee must also submit timesheets, signed by the employer, every two weeks. The timesheets are processed by Acumen, a fiscal intermediary that manages payroll for the program, including payroll taxes.

How much is the employee paid? Are there other benefits?

How much the employee is paid depends on several factors. In general, the employee’s hourly wage will be \$8.70 to \$11.52 per hour. State and federal minimum wage rules do not apply to this program. ESP determines how much care an individual needs each month and how much money can be spent to provide that care. Worker’s Compensation benefits are paid for under this program. Health insurance is not available for the employee.

What is an Authorized Representative?

If a client is unable to advocate on their own behalf, because of dementia, for example, an authorized representative (AR) can act on their behalf to be the “employer.” An AR can be anyone the client appoints, or has appointed in the past, to advocate for them.