

Self Direct Delivery Comparison: Employer Authority (using FMS) vs Agency with Choice (AwC)

Questions Regarding Self Direct Service Delivery Models	Employer Authority Option - (Participant or Authorized Representative as Employer)	Agency With Choice Option - (Agency as Employer)
Who is the legal employer?	Individual or Authorized Representative	Provider Agency
Who is responsible for hiring, employees?	Individual or Authorized Representative with possible assistance from Support Broker.	Provider Agency with input from the Individual or Authorized Representative
Who is responsible for training employees?	Individual or Authorized Representative	Provider Agency does waiver specific training; Individual or Authorized Representative is responsible for individual specific training that is outlined in the Self-Direct Plan of Care.
Who is responsible for scheduling employees?	Individual or Authorized Representative	Individual or Authorized Representative
Who is responsible for dismissing and terminating employees?	Individual or Authorized Representative	Individual or Authorized Representative can dismiss an employee from working with them; Provider Agency is responsible for legally terminating an employee
Who is responsible for payroll, withholding, and depositing employment related taxes?	Fiscal Management Service (Fiscal Agent)	Provider Agency
Who determines the wages for the employee(s)?	Individual or Authorized Representative with assistance from Support Broker.	Provider Agency with input from the Individual or Authorized Representative
Who performs criminal background checks and ensures that potential employees are eligible for hire?	Fiscal Management Service (Fiscal Agent)	Provider Agency
Who is responsible for the provision of Workers' Compensation?	Fiscal Management Service (Fiscal Agent)	Provider Agency
Who is responsible for developing a back-up plan when employees are not available?	Individual or Authorized Representative, Support Broker and Case Manager.	Individual or Authorized Representative, Provider Agency, and Case Manager
Who is responsible for monitoring service delivery?	Individual or Authorized Representative, Case Manager, and Quality Improvement Specialist with possible assistance from the Support Broker	Provider Agency, Case Manager, Individual or Authorized Representative and Quality Improvement Specialist
Who is responsible for managing and monitoring the self direct budget?	Individual or Authorized Representative with assistance from the Support Broker and Case Manager	Individual or Authorized Representative, Case Manager, and Provider Agency