

Self-Determination

Your Life. Your Choice.

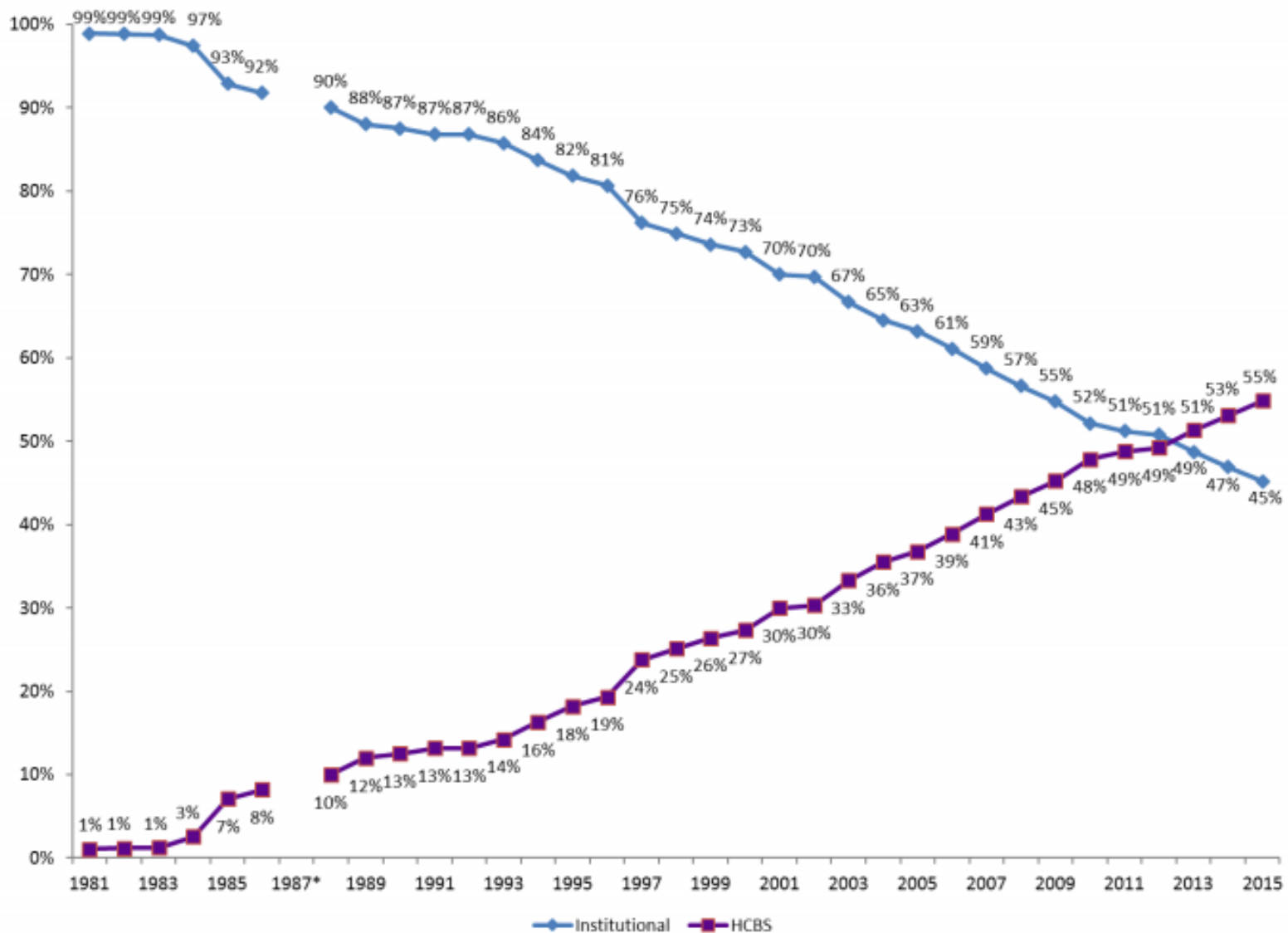


Long Term Services and Supports



**Institutional
Settings**

**Home and
Community
Based**



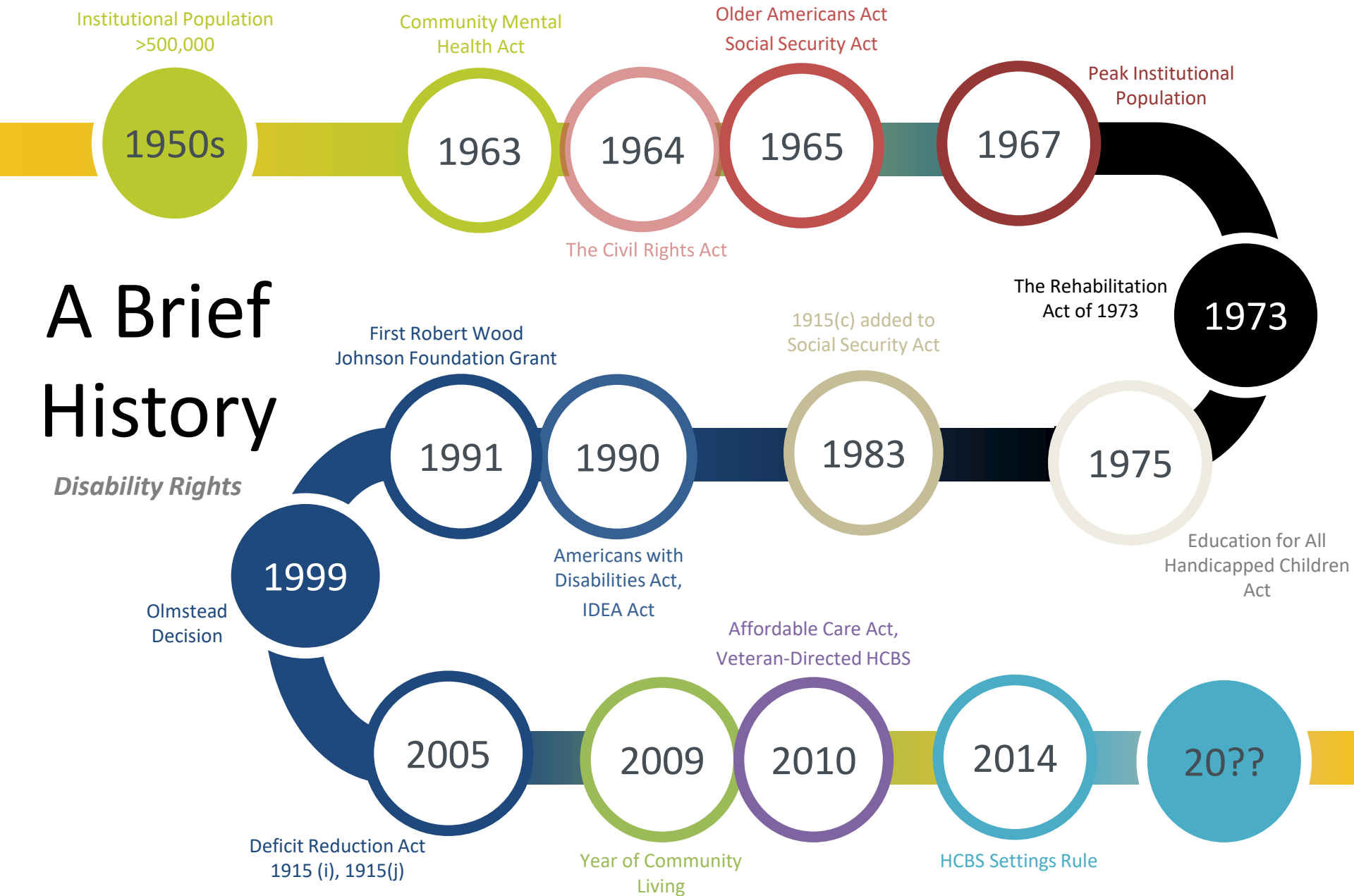
* ICF/IID data for FY 1987 were nearly double expenditures for FY 1986 and for FY 1988. The reason for the one-time reported increase in expenditures is not known, and data from this outlier year are excluded.



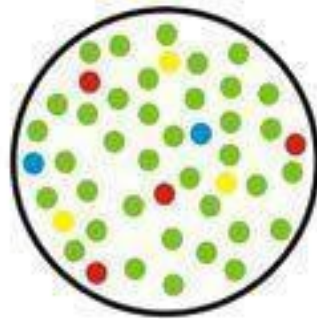
Disability Rights

A Brief History

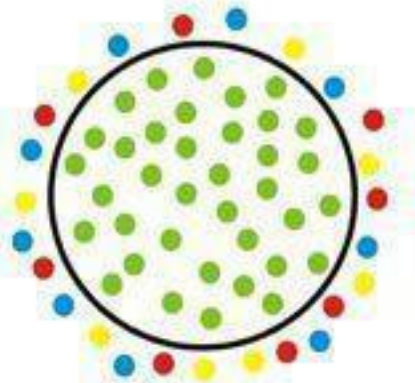
Disability Rights



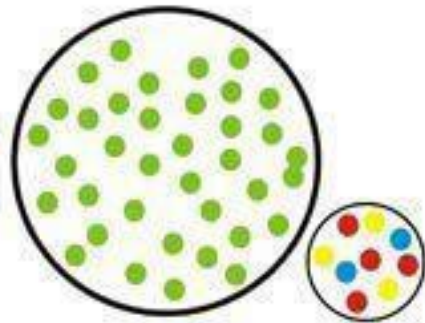
What is inclusion?



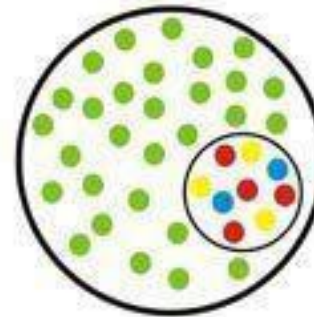
Inclusion



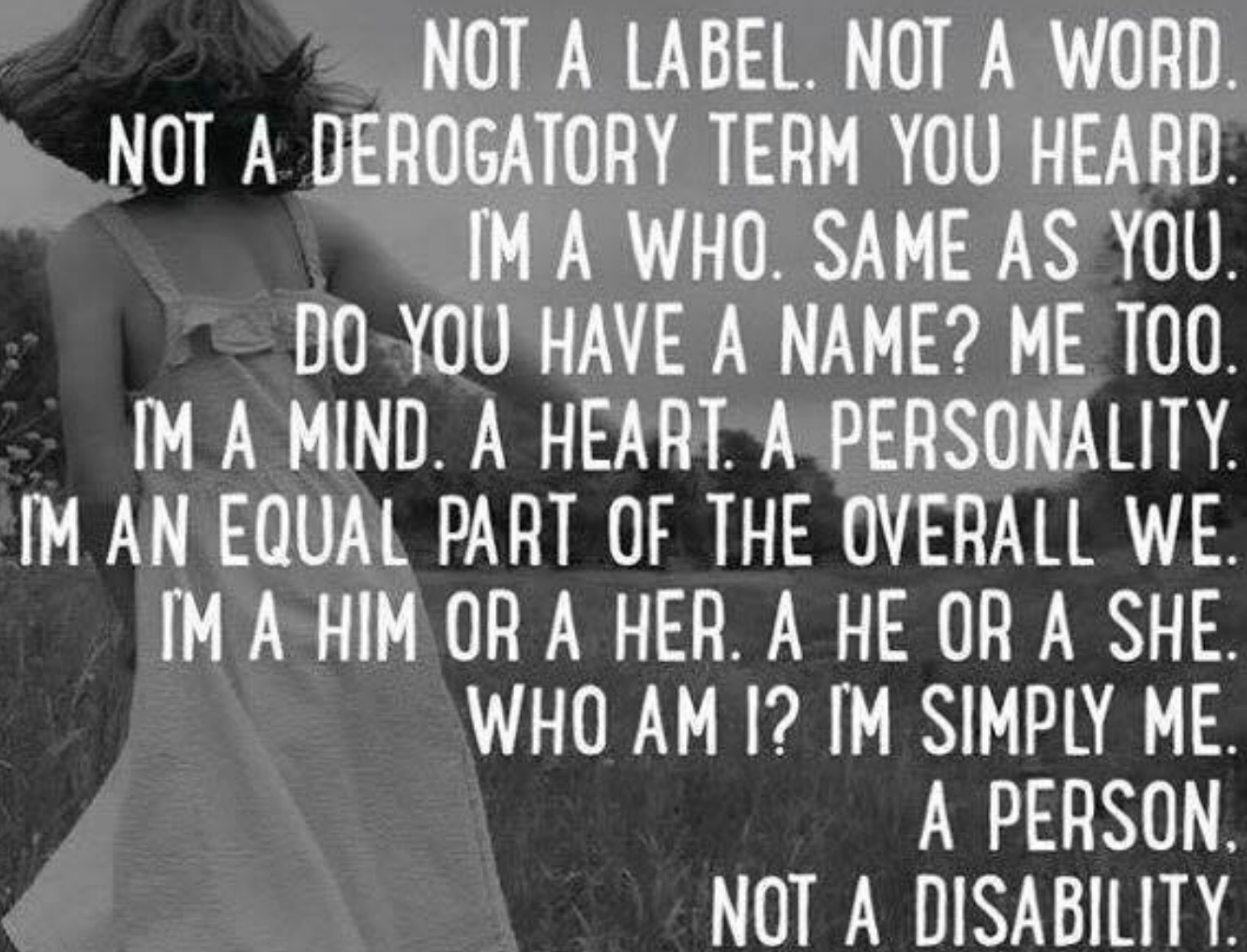
Exclusion



Segregation



Integration



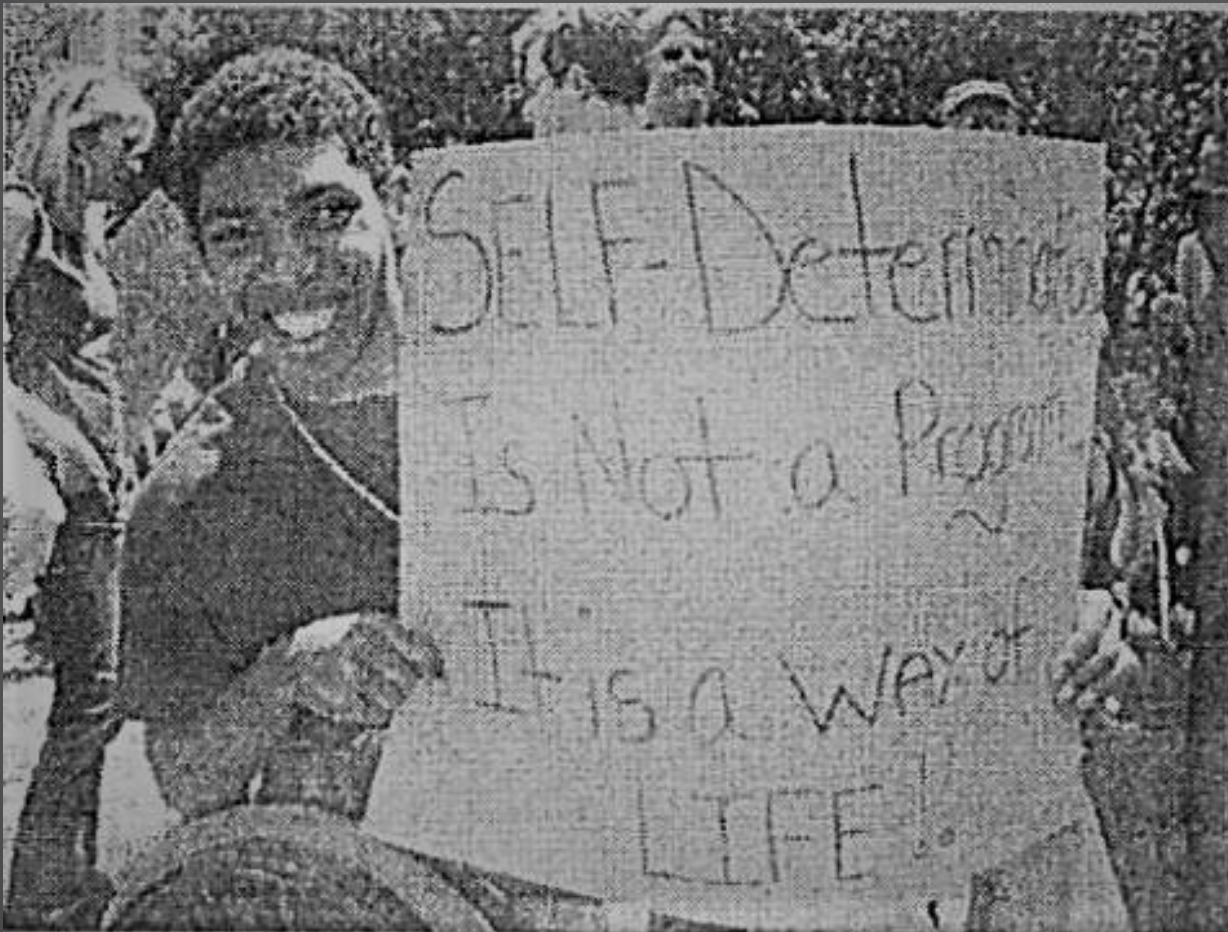
NOT A LABEL. NOT A WORD.
NOT A DEROGATORY TERM YOU HEARD.
I'M A WHO. SAME AS YOU.
DO YOU HAVE A NAME? ME TOO.
I'M A MIND. A HEART. A PERSONALITY.
I'M AN EQUAL PART OF THE OVERALL WE.
I'M A HIM OR A HER. A HE OR A SHE.
WHO AM I? I'M SIMPLY ME.
A PERSON,
NOT A DISABILITY.

What choices did you make today?

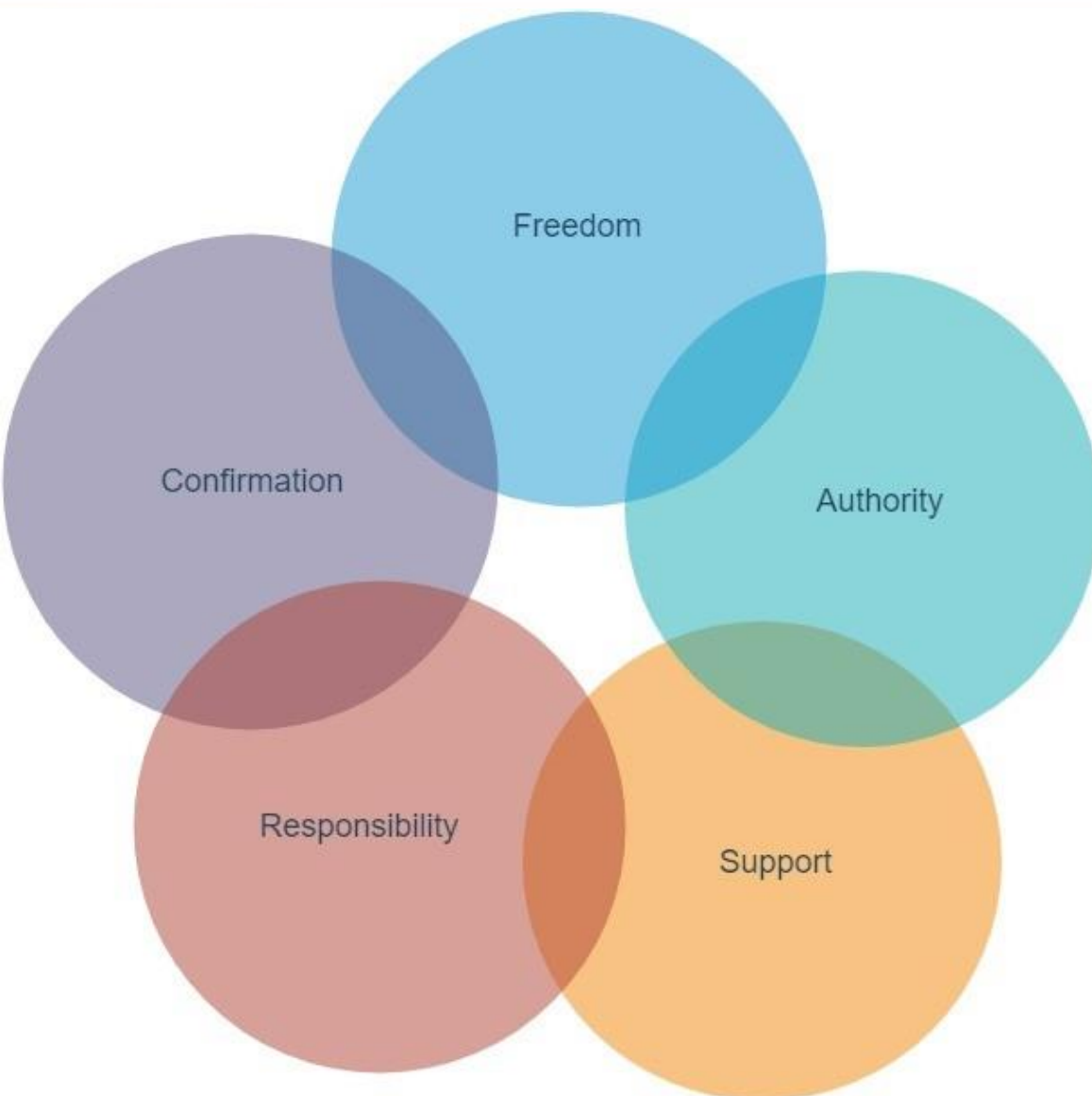
- Did you choose when to wake up?
- Did you choose whether or not to shower?
- Did you choose what to wear?
- Did you choose what to have for breakfast or lunch?
- Did you choose where you would go today?
- Did you choose what you would do today?
- Did you choose who you would spend time with?

Self-Determination

Self-Determination is not a program. It is a way of life!



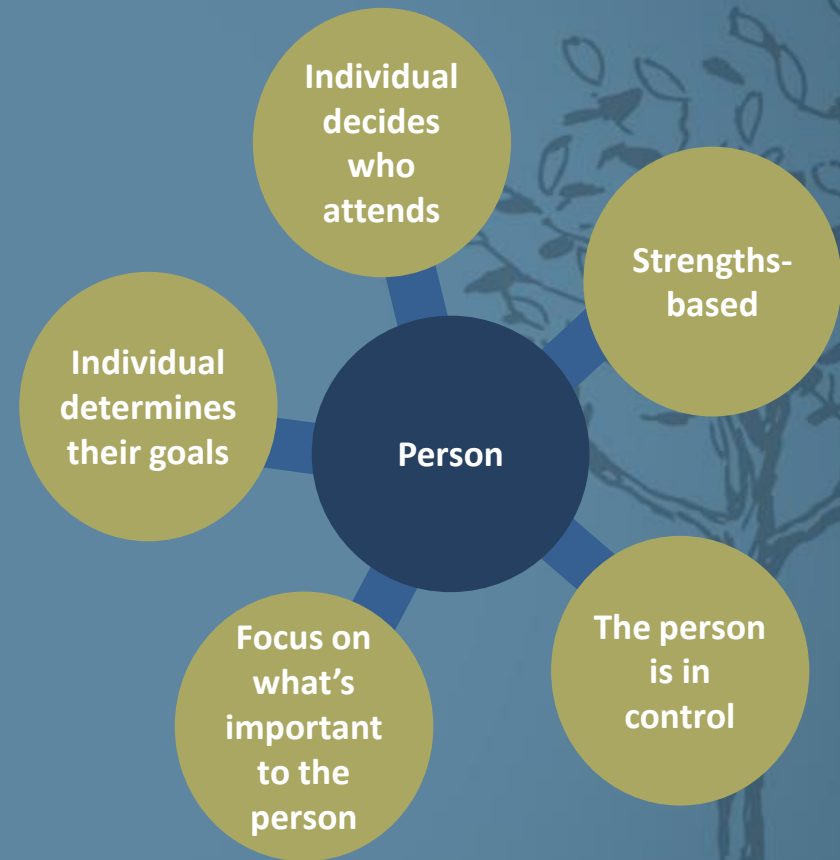
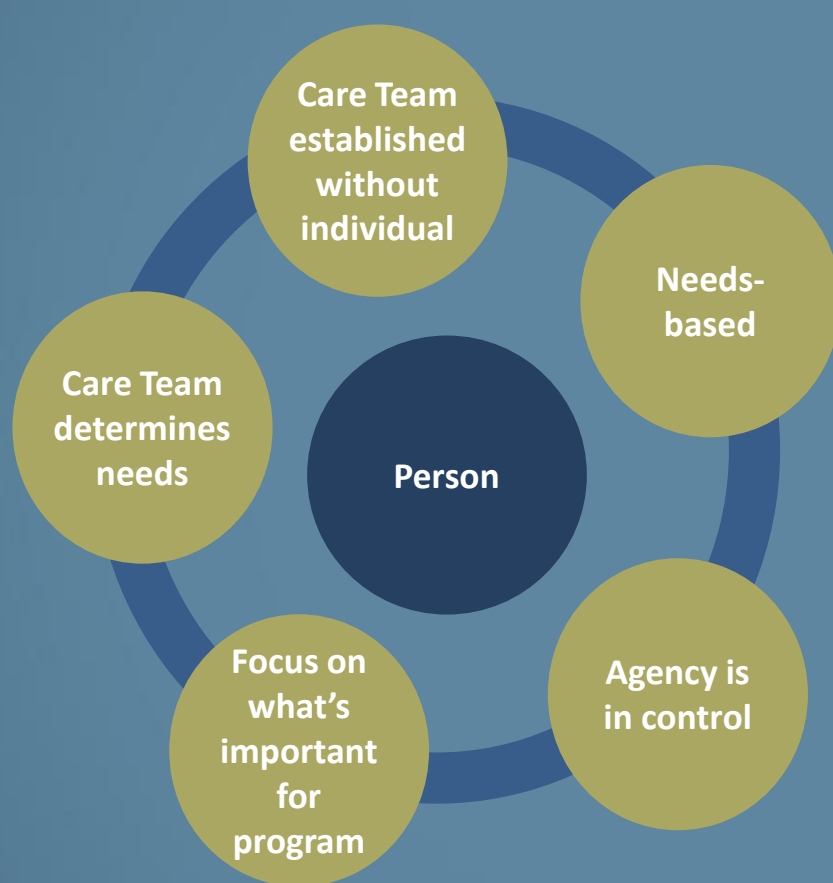
Principles of Self-Determination



Self-Direction allows the individual to control Who, What, When, Where and How services are provided.

“Not doing things by yourself – but being in charge of how things are done.” – Judith Heumann
(American Disability Rights Activist)

Person-Centered Planning



Person-Centered not System-Centered



Beth Mount presents the how system-centered care differs from person-centered care.

<https://www.youtube.com/watch?v=y77y7XW8GtE>



Why Self-Determination?

We know that with choice there are better outcomes.

Self-Directing participants were up to 90% more likely to be very satisfied with how they led their lives.¹

Self Direction significantly reduced participants' unmet personal care needs.²

Primary caregivers were significantly more satisfied with their lives in general.

People participating in self-directed programs report a higher quality of life than people participating in traditional care.³

Participants and their closest family members are the experts when it comes to their own lives and needs.

Self-Direction Can Solve Problems

Self-Direction reduces costs spent on long term services and supports. One study showed a cost savings of 12.4% to 15.5%.¹

We have a growing population of Baby Boomers and a shortage of caregivers. Self-Direction brings caregivers into the workplace who may not otherwise have chosen that particular career path.²

How does Self-Direction Work?



Roles and Responsibilities

Case Manager

- Develops a person-centered plan with the individual to identify strengths, needs, and personal goals.
- Assess medical necessity and authorize appropriate services.
- Ensure individual is ready to self-direct your services.
- Check-in on how you are doing managing your services.

Participant/Employer

- Recruit, interview, hire, manage, and terminate employees.
- Set employee schedule and tasks.
- Train employees on care needs.
- Make decisions on what to pay an employee within individualized budget.
- Ensure submitted timesheets are accurate, complete, and submitted on time.
- Monitor service use to stay within authorized amounts.

Financial Management

- Assist with budgeting costs to fit within authorized dollars.
- Provide criminal background check results on prospective employees.
- Receive timesheets and issue employee payments and withhold taxes.
- File employer taxes.
- Issue year-end W-2s for employees.
- Process billing for services utilized.
- Provide monthly reports on expenditures against the budget.
- Ensure compliance with federal, state, and program regulations.

Self-Directed Programs

Medicaid Waivers

- 1915 (c), (b)
- 1115
- 1915 (j), (k), (i)

Veteran's Affairs

Money Follows the Person

Private Pay

Models of Self-Direction

Agency with
Choice

Employer
Authority

Modified
Budget
Authority

Budget
Authority

Cash and
Counseling

Who Can Self-Direct?

What Services Can You Self-Direct?

Anyone!

- Adults and Children with disabilities or other long-term care needs
- Individuals with mental illness
- Veterans

Any!

- Personal Care, Community Living Supports, Supports Coordination, Respite, Nursing Services, etc.

Individual Budgeting



A video by Michigan Partners for Freedom

<https://www.youtube.com/watch?reload=9&v=roVZvppoP6A>



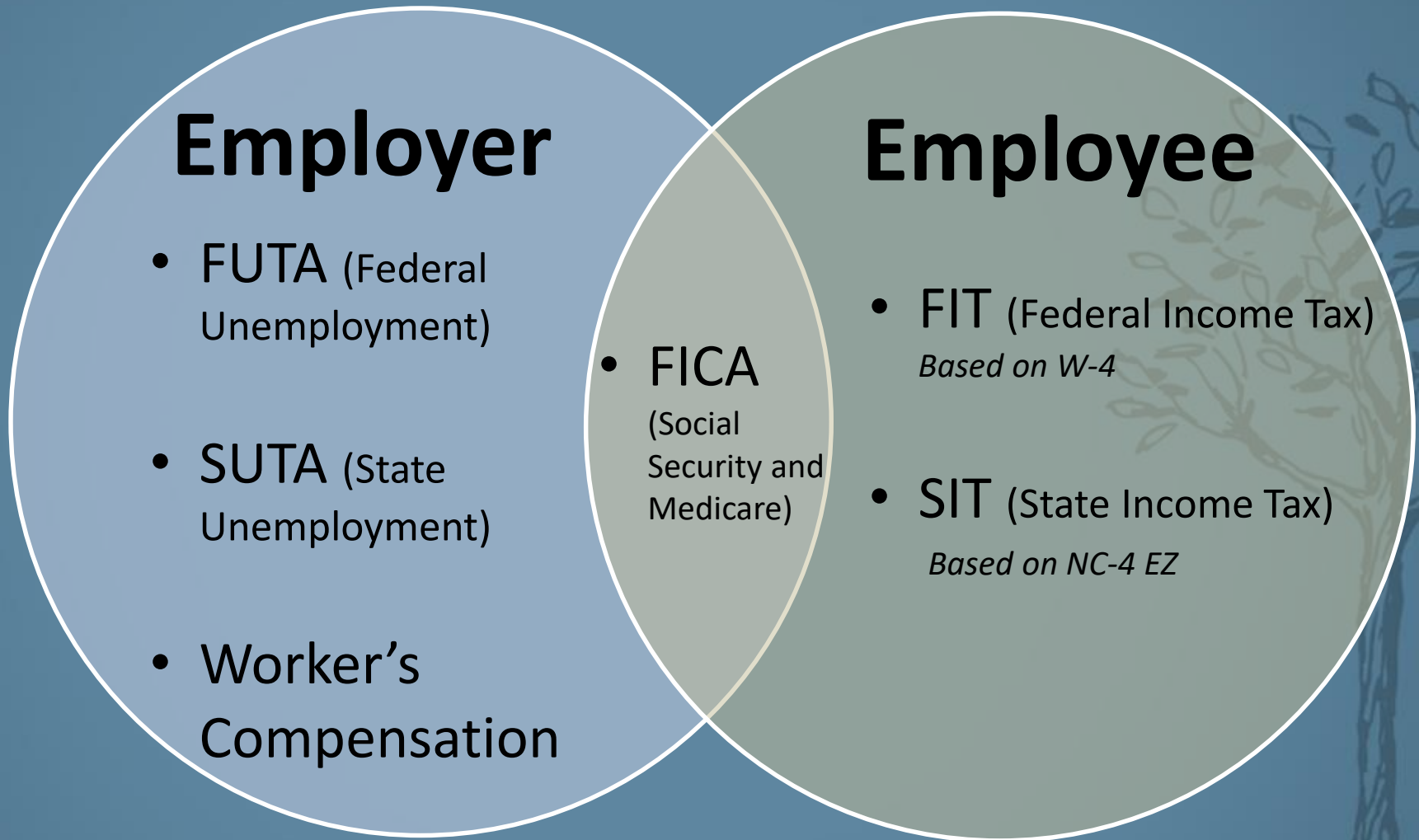
What's in a Budget?

A Consumer-Directed Budget must encompass all of the required key components including:

- Gross Wages to the Employee
- Employer Payroll Taxes
- Worker's Compensation

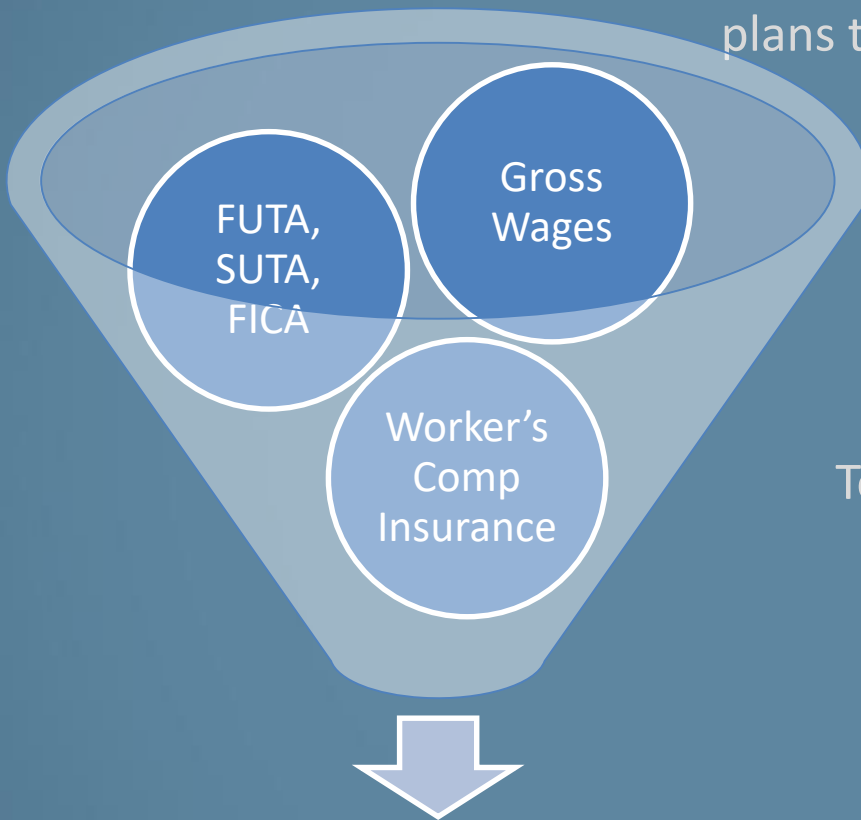


Employer Costs and Taxes 101



How is the Unit Rate Determined?

The unit rate is determined after each consumer plans their expected service utilization and desired rate of pay for their employees through an individual budgeting process.



$$\text{Total Costs} / \text{Total Number of Units} = \text{Unit Rate}$$

Sometimes this is referred to as the calculated rate.

Unit Rate

The Budgeting Process

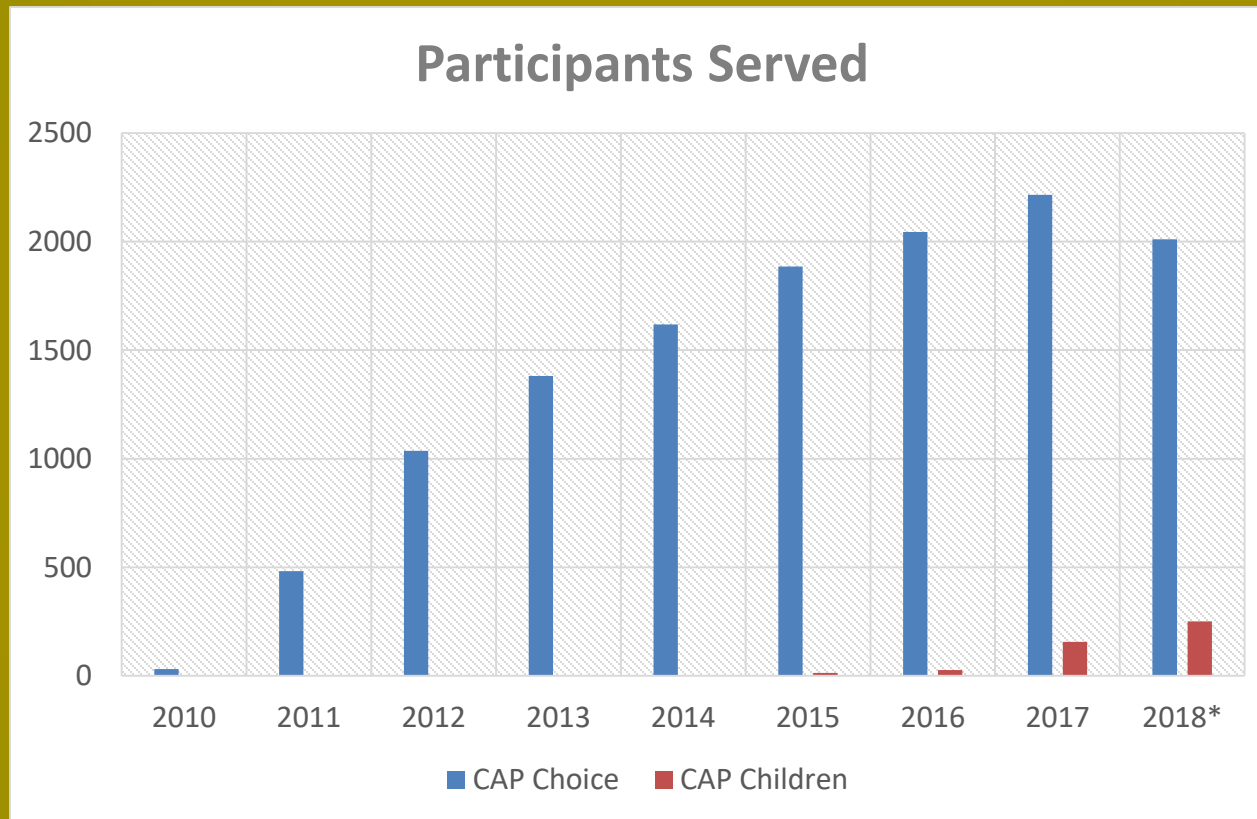
Utilizing a custom tool, GT Independence will help you budget your authorized services to identify the maximum pay rate that you can pay an employee.

As the Employer, you will be responsible to stay within the parameters of the authorized services. These parameters will be on the Service Authorization for your agency. GT Independence won't issue payment beyond these parameters. These parameters are typically a maximum weekly amount, an alternative schedule for non-school days, and sometimes a "bucket" of sick/snow or Respite time.

What is not covered?

- Transportation
- Benefits including health insurance, paid time off, and bonuses
- Goods and Services (unless specifically authorized)
- Supplies

CAP Choice and CAP Children



Making a Difference

Things I like best about **GT Independence** are:

You can hire your own personal staff.
Doesn't have to be a stranger to work w/ child.

Things that I'd like to see improved are:

I like how things are

Things I like best about **GT Independence** are:

That I can control who cares for me

Things I like best about **GT Independence** are: The fact that my daughter is my employee and understands my needs most. I don't have to explain to her why I want things the way I do.

Things I like best about **GT Independence** are:

You are Independently on your own

Barriers to Self-Direction

- Not available
- Lack of information
- Perception of fraud
- Stigma
- The myth that it's too much work
- Recruiting workers
- DOL Rules don't necessarily align with Medicaid and Program rules



Department of Labor and the Fair Labor Standards Act

The Home Care Final Rule added overtime protections for home care workers and identified activities that could make a State or Agency a “joint employer”.

There are many resources provided by the Department of Labor to understand the Final Home Care Rule including fact sheets, webinars, and a guide for consumers and their families which can be found at www.dol.gov/whd/homecare.

The DOL also put out an [Administrator’s Interpretation 2014-2](#) which specifically discusses the Final Home Care Rule, Self-Direction, and Joint Employment. The interpretation walks through an Economic Realities test that State programs and agencies should use to review their potential of being considered a joint employer.

“Economic Realities” Test

A qualitative (not quantitative) review of the below items are taken into consideration. The Administrator’s Interpretation provides examples of what would be considered weak, moderate, and strong indications of joint employment.

- Who has hiring and firing power?
- Who supervises and controls the employees’ work?
- Who determines the rate and method of payment?
- Who maintains employment records?
- Who controls where the work is performed?





Advocating for Self-Direction

Speak up!

Comment on Policies
Foster Choice

Educate yourself!

Learn about your State's
programs

Get Involved!

Find Advocacy Groups

Advocacy Organizations

<https://www.disabilityrightsnc.org/>

<https://centerforpublicrep.org/>

<https://www.olmsteadrights.org/>

<http://www.arcnc.org/>

<http://ancor.org/>



**BE AN
ADVOCATE**



Who is GT Independence?

Founded in 2004, GT Independence was created out of the basic instinct of a parent trying to provide the very best options for their child.



Values Based Organization

At GT Independence we believe that all people, regardless of age or ability, have the right to live a life of their choosing.

Our values guide our services and are things that we've developed sitting around the family dinner table. We think that **Professionalism, Respect, Integrity, Community, Self-Determination**, and **Excellence** should come standard in the field of human services.

We believe that Self-Determination is a principle and an inalienable right and not a program. Our person-centered approach, real-life experience, and passion set us apart from other Financial Management Service companies.



Our Employees



GT Independence employees say what self-determination means to them.

https://www.youtube.com/watch?v=M_Y4-hS-o4g



Still Skeptical?



What if you
needed support?

Holly A. Carmichael, BSW
Chief Operating Officer

GT Independence
215 Broadus St., Sturgis, MI 49091
hcarmichael@gtindependence.com
PHONE 269.221.6212
CELL 269.625.5878
www.gtindependence.com

Your life. Your choice.