

Comparison CAP I/DD and North Carolina Innovations Agency with Choice Models

| Focus Area | CAP I/DD Agency With Choice | North Carolina Innovations Agency With Choice |
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| Services that may be Self-Directed | <ul style="list-style-type: none"> * Home and Community Supports * Individual Goods and Services *Participant/Natural Support Training and Education Services *Personal Care Services * Respite *Transportation | <ul style="list-style-type: none"> * Community Guide * Community Networking * Individual Goods and Services * In-Home Intensive Supports * In-Home Skill Building * Natural Supports Education * Personal Care * Respite Services *Supported Employment |
| Individual/Legally Responsible Person Role | *Individual or Legally Responsible Person, if individual has a Legal Guardian, is the Managing Employer (Legally Responsible Person includes parents of minor child) | *Individual or Legally Responsible Person, if individual has a Legal Guardian, is the Managing Employer (Legally Responsible Person includes parents of minor child) |
| Representative | <p>Parent of Minor Child or Legally Responsible Person services as Representative for Individual</p> <p>Managing Employer may also select a Representative</p> | Managing Employer may select or be mandated to have a Representative based on an assessment |
| Common Law Employer | Agency With Choice | Agency With Choice |
| Assistance with Self-Direction Responsibilities | Community Resource Consultant is required | Community Guide is available but not required; could be mandated based on results of an assessment or if problems are identified |
| Reference/Background Checks | <ul style="list-style-type: none"> *Agency with Choice requests and reviews *Managing Employer cannot view background checks | <ul style="list-style-type: none"> *Agency with Choice requests and reviews *Managing Employer cannot view background checks |
| Who Is The Agency With Choice? | A Financial Management Services Agency under contract with the State of North Carolina | Two or more Provider Agencies in the PIHP Network that are qualified to provide NC Innovations Services under contract with the PIHP (LME). The Agency's Policies and Procedures have been reviewed to ensure that they meet criteria for Agency With Choice designation |
| Hiring Decision | *Managing Employer makes recommendation to Agency with | *Managing Employer makes recommendation to Agency with |

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| | Choice *Agency has final decision making authority | Choice *Agency has final decision making authority |
| Staff Orientation and Training | *Trained by Managing Employer *Community Resource Consultant ensures that staff have individual training | *Agency With Choice arranges or provides formal training *Agency With Choice and Managing Employer determine process for other training with Managing Employer training on day to day Individual routines and needs |
| Managing/Supervising employees | Managing Employer Community Resource Consultant provides Qualified Professional Supervision | Managing Employer with oversight by Agency with Choice Qualified Professional |
| Billing Rates | Agency with Choice Bills actual cost of service not to exceed CAP I/DD Rate. | Agency with Choice Bills NC Innovations Rate |
| Administrative Overhead Funds in Rate | *Provided as a PM/PM under contract with DMA | *Included in Innovations Rate *Agency with Choice provides time sheets, billing, documentation forms, performs financial support functions |
| Time Sheets, Billing Sheets and Documentation Responsibilities | Managing Employer verifies Time Sheets Managing Employer responsible for documentation with oversight by Community Resource Consultant | Managing Employer and Agency With Choice Qualified Professional joint responsibility |
| Employee Rate of Pay and Benefits | Determined by Managing Employer within an approved range | Determined by Agency with Choice according to Agency policy/procedure which may allow Managing Employer input |
| Workers' Compensation Insurance | *Required *Agency with Choice carries policy | *Required *Agency with Choice carries policy |
| Financial Support Services | *Required | *Functions performed by Agency with Choice |
| Access to Individual Goods and Services | Available based on service definition appropriate need and within the \$17,500 waiver limit | Available based on service definition appropriate need and within the \$135,000 waiver limit |

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| Termination of Employees | *Managing Employer terminates employees if necessary | *Managing Employer recommends termination and may determine that the employee will not work with the Individual *Decision to fire employee is the responsibility of the Agency with Choice |
| Individual and Family Directed Portion of Individual Budget | Financial Management Services Agency uses services billed to pay employees and other expenditures associated employee (i.e. training, background check, etc.). Agency overhead is paid through PM/PM. | Agency with Choice uses services billed to pay employees and other expenditures associated with Agency with Choice duties |
| Individual and Family Directed Services Agreement | Required (Participant Choice Statement) | Required |
| Agreement with, Agency with Choice | Financial Management Services Agency executes required Medicaid Agreements | Required |
| Agreement between Employees and Employer/Managing Employer | Required (Participant Specific Competencies Form) | Required |
| Audits | Agency with Choice Responsibility | Agency with Choice Responsibility |