



**Side-by-Side Comparison:
DDD Self-Directed Employee (SDE) Models**

- Public Partnerships is the fiscal intermediary (FI) for the Vendor/Fiscal Employer Agent (VF/EA) model
- Easterseals NJ is the fiscal intermediary for the Agency with Choice (AWC) model

	Vendor Fiscal/Employer Agent (VF/EA)	Agency with Choice (AWC)
Employer of Record (EOR)/holder of federal Employer Identification Number (EIN)	Individual enrolls EOR <u>or</u> identifies a family/friend to do so	FI is the EOR (holds the EIN) and the individual is the co-employer/managing employer
Administrative cost to participate	State pays an amount that currently covers the program VF/EA model administrative cost	State pays the same amount paid for the VF/EA model toward the AWC model, and the remaining cost of the AWC model is deducted from the individual's budget (see PMPM Table)
Employer-related taxes	Cost added to employee hourly wage and paid through individual's budget	Cost added to employee hourly wage and paid through individual's budget
Workers' Compensation (WC)	Cost is paid once per year through the individual's budget, and the individual EOR holds the WC policy	Cost is added to the employee hourly wage and paid through the individual's budget, and the FI holds the WC policy
Employee training and CPR/First Aid certification	Required, as per Self-Directed Employee Training in policy manuals; cost covered through a state-funded SDE stipend	Required, as per Self-Directed Employee Training in policy manuals; cost covered by EOR (Easterseals)
Service documentation	Required. EOR validates completion	Required. FI validates completion
Paid time off (PTO)	Paid sick time only is available and accrues at 1 hour per 30 hours worked	Paid time off is available based on number of hours and years worked for the EOR (Easterseals)
Employer-sponsored health benefits	Not available	Available for employees working 30 or more hours per week for the EOR (Easterseals)
Pre-employment background checks and drug screening	Required. Conducted via the FI	Required. Conducted via the FI
Manages payroll and taxes	FI	FI
Recruits, chooses, hires, and directs workers	Individual/Employer of record (EOR)	Individual/Managing employer
Determines hourly wage	Individual/Employer of record (EOR)	Individual/Managing employer
Approves timesheets	Individual/Employer of record (EOR)	Individual/Managing employer
Notifies worker that individual no longer wishes to utilize the worker for services	Individual/Employer of record (EOR)	Individual/Managing employer or FI
Severs worker's employment	Individual/Employer of record (EOR)	FI