

New Jersey Department of Human Services
Division of Developmental Disabilities

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

	Vendor Fiscal/Employer Agent (VF/EA) Fiscal Intermediary: Acumen	Agency with Choice (AWC) Fiscal Intermediary: Easterseals NJ
Employer <i>(Holds federal employer identification number/EIN)</i>	Individual enrolls as employer of record (holds EIN) or chooses a family member or friend to enroll	Fiscal intermediary is employer of record (holds EIN), individual is managing employer
Monthly fee <i>(Per-member, per-month/PMPM fee)</i>	State pays	State pays the same amount paid for VF/EA fee, remaining cost is deducted from the individual's budget monthly (see PMPM Table)
Employer taxes	Included in service bill rate, paid through the individual's budget	Included in service bill rate, paid through the individual's budget
Workers' compensation insurance	State pays	Included in service bill rate, paid through the individual's budget
Training, CPR/First Aid	Required, employee reimbursed through a state-funded stipend	Required, cost covered by employer (Easterseals NJ)
Service documentation	Required, employer of record and fiscal intermediary validate completion	Required, managing employer and fiscal intermediary validate completion
Paid time off	Sick time only, earned at 1 hour per 30 hours worked	Paid time off based on hours and years worked for the employer (Easterseals NJ)
Employer-sponsored health insurance	Not available	Available for employees working 30 hours or more per week for the employer (Easterseals NJ)
Pre-employment fingerprints, drug test	Required	Required
Manages payroll and taxes	Fiscal intermediary	Fiscal intermediary
Chooses, hires, and directs workers	Individual/employer of record	Individual/managing employer
Chooses worker's hourly wage	Individual/employer of record	Individual/managing employer
Approves timesheets	Individual/employer of record	Individual/managing employer
Notifies worker if the individual no longer wants them to provide services	Individual/employer of record	Individual/managing employer or fiscal intermediary
Severs worker's employment	Individual/employer of record	Fiscal intermediary