

Appendix E: Participant Direction of Services

Applicability (from Application Section 3, Components of the Waiver Request):

<input checked="" type="radio"/>	Yes. This waiver provides participant direction opportunities. Complete the remainder of the Appendix.
<input type="radio"/>	No. This waiver does not provide participant direction opportunities. Do not complete the remainder of the Appendix.

CMS urges states to afford all waiver participants the opportunity to direct their services. Participant direction of services includes the participant exercising decision-making authority over workers who provide services, a participant-managed budget or both. CMS will confer the Independence Plus designation when the waiver evidences a strong commitment to participant direction.

Indicate whether Independence Plus designation is requested (select one):

<input checked="" type="checkbox"/>	Yes. The State requests that this waiver be considered for Independence Plus designation.
<input type="checkbox"/>	No. Independence Plus designation is not requested.

Appendix E-1: Overview

- a. Description of Participant Direction.** In no more than two pages, provide an overview of the opportunities for participant direction in the waiver, including: (a) the nature of the opportunities afforded to participants; (b) how participants may take advantage of these opportunities; (c) the entities that support individuals who direct their services and the supports that they provide; and (d) other relevant information about the waiver’s approach to participant direction.

State:	
Effective Date	

The DDA has established a service delivery model in which a participant or their legal guardian (as applicable) may direct their own services or designate an authorized representative to direct on their behalf. This model is known as the Self-Directed Service (SDS) Model. The DDA offers the SDS Model for participants, along with their supported decision-making team, their legal guardian, or designated representative (as applicable), in making decisions, and to be supported in making decisions regarding how services are provided while ensuring there is: (1) no lapse or decline in the quality of care; and (2) no increased risk to the health or safety of the participant.

(a) **Nature of Opportunities Afforded to Participants under the SDS Model**

Under the Self-Directed Service Model, a participant, along with their supported decision-making team, or their legal guardian, or their designated representative (as applicable) have has decision-making authority as the employer of record, including Employer and Budget Authorities. They have over and take direct responsibility for management of specific their services and meeting program requirements. Participants may also seek support with decision making from a specific person or a team of individuals. Supported decision making means a process by which an adult, with or without having entered a supported decision-making agreement, utilizes support from a series of relationships in order to make, communicate, or put into action the adult’s own life decisions. with the assistance of available supports chosen by the participant, along with their supported decision-making team, their legal guardian, or designated representative (as applicable).

This includes the rights and obligations of an employer under applicable federal, State, and local law and regulations. In addition, the participant, along with their supported decision-making team, their legal guardian, or designated representative (as applicable) will have the responsibility and authority over how funds in a budget are spent within the total approved annual budget. With budget authority participants have choice and control over needed long-term services and supports (LTSS), Having budget authority maximizes the opportunities of a participant to live as independently as possible in the most inclusive community-based setting of the individual’s participant’s choice, empowers them to

State:	
Effective Date	

~~exercise choice and control over needed long-term services and supports,~~ and helps to maintain and improve the participant’s health and quality of life in their community.

In the SDS Model, the participant, legal guardian, or designated representative, with the support of their person-centered planning (PCP) team, will have opportunities to:

1. Identify goals to support a trajectory for a good life in consideration of PCP methodologies, such as the Charting the LifeCourse (i.e., Integrated Support Star, Life Trajectory, and Exploring Life Possibilities), Integrated LTSS – Needs Template and Before and After Integrated Supports, Essential Lifestyle Planning, Personal Futures Planning, MAPS, PATH, or an equivalent PCP strategy;
2. Make choices about and direct all aspects of their lives, including by choosing and controlling the delivery of waiver services, who provides the services, and how services are provided;
3. Set wages (within reasonable and customary range and the DDA-approved annual budget).
4. Choose, recruit, train, hire, schedule, supervise, and discharge employees and vendors that furnish their services;
5. Identify needed supports and services to include in their PCP in accordance with their approved annual budget;
6. Control and manage a budget annually for the purchase of services and supports, as specified in their PCP;
7. Use a Support Broker (SB) as an optional service to assist with all aspects of self-direction as outlined in the Participant Agreement; or as a required service if employing a relative, family member, designated representative, or legal guardian, or using staff as an administrative assistant; and

State:	
Effective Date	

8. Use a Financial Management and Counseling Services (FMCS) provider to assist with budget and payment responsibilities, which is required for participation in the SDS Model.

(b) How Participants May Enroll in the SDS Model

The DDA, Advocacy Specialists, and Coordinator of Community Services (CCS) will provide information about the SDS Model to all participants and their families, legal guardian, or designated representatives (as applicable). If the participant is interested in the SDS Model as the service delivery model for services, then they will work with their CCS, along with a Support Broker, as applicable, to organize their person-centered planning PCP team, develop a PCP and request enrollment in the SDS Model.

The CCS and SB, with input from the participant’s team, will share information with the participant about the rights, risks, and responsibilities of managing their own services, and managing and using an individual budget. This process is documented with completion of the DDA Participant Rights and Responsibilities and SDS Participant Agreement Form. ~~to indicate the participant, their supported decision-making team, legal guardian, or their designated representative (as applicable).~~

(c) Support by Entities for Participants in the SDS Model

The following entities will provide support services to participants in the SDS Model: the CCS, DDA Regional Office ~~Self-Directed Services~~ SDS Leads, Advocacy Specialists, Support Brokers, and the ~~Financial Management and Counseling Services~~ FMCS provider.

The CCS will provide supports that enable the participant to identify and address how to meet their needs and goals, including but not limited to:

1. Providing information to the participant to support informed decisions about what service design and delivery models (SDS and Traditional) will work best for the participant and their support network in accordance with their needs and goals;

State:	
Effective Date	

2. Providing information related to Waiver program services available under the SDS model, including SB and FMCS provider services, and providers/vendor options for the participant to choose;
3. Explaining roles and responsibilities of the participant, Support Broker SB and the FMCS agency, employer and budget authorities responsibilities, and the participant agreement pertaining to the types of available supports within the Self-Directed Service SDS Model;
4. Facilitating the timely development and revision of the PCP and SDS budget designed to meet the participant’s needs, preferences, goals, and outcomes in the most integrated setting and cost-effective manner;
5. Providing information, making referrals, and assisting participants with applications for services provided by community organizations, federal, State and local programs and community activities; and
6. Monitoring the provision of services and conducting related follow-up activities.

DDA Regional Office (RO)-Self-Directed Services (SDS) Leads

1. The DDA RO SDS Leads provide technical assistance to participants who self-direct and their teams.
2. Technical assistance can include:
 - a. Supporting participants and their teams to understand waiver requirements and the rights/responsibilities of self-direction;
 - b. Clarification requests of Person-Centered Plans PCP and documents; and
 - c. Meeting with teams to address requests that do not meet waiver requirements or show assessed need.

State:	
Effective Date	

3. The RO SDS Lead can also support participants and teams to mitigate conflicts of interest by providing feedback to the annual Participant Agreement and other PCP documents.

Advocacy Specialists provide informational supports for participants considering or enrolled in the SDS, including:

1. Providing information and technical assistance, and training on self-direction, self-advocacy, and the availability of advocacy services across the State;
2. Facilitating and building relationships with self-advocates, self-advocacy groups and providers;
3. Supporting other self-advocates to learn about and understand DDA’s SDS Model;
4. Providing general support to participants enrolled in SDS Model; and
5. Developing and conducting additional topic specific training that meets the needs of SDS participants in their regions, such as abuse, neglect, exploitation, and nepotism.

A Support Broker works at the direction of and for the benefit of an individual a participant who uses self-directed services SDS, including by assisting another individual chosen by the individual with:

1. Making informed decisions in arranging for, directing, and managing services the individual participant receives, including decisions related to personnel requirements and resources needed to meet the requirements;
2. Accessing and managing identified supports and services for the individual participant; and

State:	
Effective Date	

3. Performing other tasks as assigned by the individual and as authorized by regulations adopted or guidance issued by the Federal Centers for Medicare and Medicaid Services under Section 1915(c) of the Social Security Act.

Support Broker SBs can also assist with budget authority responsibilities and working with vendors. All duties for which the Support Broker SB will provide assistance should be noted on the Participant Agreement form and Service Implementation Plan.

Support Brokers SBs can assist the participant, along with their supported decision-making team and/or designated representative, with any task associated with self-direction.-SDS

Support Broker SB services are offered as an optional service to all participants who enroll in the SDS Delivery Model, and as required service if the participant employs a relative, designated representative, legal guardian or day to day administrative assistant that is an direct support employee. If a Support Broker SB is a participant’s legal guardian, representative payee, or relative, there must be a policy in place that addresses conflict of interest and ensures oversight and integrity in provision of services. A participant’s relative or legal guardian can only be a Support Broker SB for that person if they do not provide any other direct services, and there are no other family members relatives that provide direct services. A designated representative cannot be a participant’s SB Support Broker.

SBs provide assistance by mentoring and coaching the participant on their responsibilities as a common law employer related to staffing as per federal, State, and local laws, regulations, and policies.

Support Brokers must not:

1. Develop modifications;

2. Make any decisions for the participant as the Employer of Record including budgetary decisions;

3. Sign off on timesheets for service delivery; or

State:	
Effective Date	

4. Hire or fire workers.

SB services can also assist participants, along with their supported decision making team, legal guardians, or their designated representatives (as applicable) with the human resources employer-related functions necessary for successful self-direction.

This includes:

1. An initial introductory orientation related to the rights and responsibilities of the “employer of record”, such as Department of Labor, and applicable federal, State and local employment requirements;
2. Development of staff policies, procedures, schedules, and backup plan strategies; and
3. Recruitment, advertising, and interviewing potential staff.

Financial Management and Counseling Services

1. The FMCS provider acts as a fiscal intermediary to assist the participant with employer and budget related accounting and payroll functions as per federal, State, and local laws, regulations, and policies necessary for successful self-direction. The FMCS provider assists the participant, along with their supported decision making team, legal guardian, or designated representative (as applicable); in financial transactions and managing legal employment requirements and employer related functions including:
 - a. Verifying that potential employees and vendors meet applicable qualifications to render the services as set forth in this Waiver program application and applicable laws and regulations;
 - b. Facilitating the employment of staff by the participant, along with their supported decision making team, legal guardian, or designated representative (as applicable);
 - c. Managing, tracking, and directing the disbursement of funds;

State:	
Effective Date	

- d. Processing payroll, withholding federal, State, and local tax and making tax payments to appropriate tax authorities;
- e. Performing fiscal accounting processes; and
- f. Making and sharing monthly expenditure reports with the participant, along with their **supported decision making** team, legal guardian, or their designated representative (as applicable), and State authorities.

(d) Supported Decision Making

Individuals Participants may also seek support with decision making from a specific person or a team of **individuals**. Supported decision making means a process by which an adult, with or without having entered a supported decision-making agreement, utilizes support from a series of relationships in order to make, communicate, or put into action the adult’s own life decisions.

b. Participant Direction Opportunities. Specify the participant direction opportunities that are available in the waiver. *Select one:*

<input type="radio"/>	Participant – Employer Authority. As specified in <i>Appendix E-2, Item a</i> , the participant (or the participant’s representative) has decision-making authority over workers who provide waiver services. The participant may function as the common law employer or the co-employer of workers. Supports and protections are available for participants who exercise this authority.
<input type="radio"/>	Participant – Budget Authority. As specified in <i>Appendix E-2, Item b</i> , the participant (or the participant’s representative) has decision-making authority over a

State:	
Effective Date	

	budget for waiver services. Supports and protections are available for participants who have authority over a budget.
X	Both Authorities. The waiver provides for both participant direction opportunities as specified in <i>Appendix E-2</i> . Supports and protections are available for participants who exercise these authorities.

c. Availability of Participant Direction by Type of Living Arrangement. *Check each that applies:*

X	Participant direction opportunities are available to participants who live in their own private residence or the home of a family member.
<input type="checkbox"/>	Participant direction opportunities are available to individuals who reside in other living arrangements where services (regardless of funding source) are furnished to fewer than four persons unrelated to the proprietor.
X	The participant direction opportunities are available to persons in the following other living arrangements <i>Specify these living arrangements:</i> Participant direction opportunities are available to participants who live with other individuals under a lease.

d. Election of Participant Direction. Election of participant direction is subject to the following policy (*select one*):

<input type="radio"/>	Waiver is designed to support only individuals who want to direct their services.
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State:	
Effective Date	

	<p>The waiver is designed to afford every participant (or the participant’s representative) the opportunity to elect to direct waiver services. Alternate service delivery methods are available for participants who decide not to direct their services.</p>
<p>X</p>	<p>The waiver is designed to offer participants (or their representatives) the opportunity to direct some or all of their services, subject to the following criteria specified by the State. Alternate service delivery methods are available for participants who decide not to direct their services or do not meet the criteria.</p> <p><i>Specify the criteria</i></p>
	<p>The Self-Directed Services (SDS) Participant’s Agreement must be completed that documents both the participant’s request for assistance in self-directing their services, and the team members’ agreement to assist and support with the specific work or tasks described in this Agreement.</p>

- e. **Information Furnished to Participant.** Specify: (a) the information about participant direction opportunities (e.g., the benefits of participant direction, participant responsibilities, and potential liabilities) that is provided to the participant (or the participant’s representative) to inform decision-making concerning the election of participant direction; (b) the entity or entities responsible for furnishing this information; and, (c) how and when this information is provided on a timely basis.

The Coordinator of Community Services (CCS) is responsible for providing information to the participant and their legal guardian, or designated representative (as applicable) about available Waiver program services and delivery models, including the DDA’s Traditional and Self-Directed Service Models. The CCS provides information on availability of services, benefits, responsibilities, and liabilities associated with participation in the Self-Directed Service Model. The CCS provides this information during the initial meeting, the annual Person-Centered Planning Meeting, and upon request. The CCS will document the

State:	
Effective Date	

participants service delivery model choice on the initial Freedom of Choice Form. In addition, the CCS will attest to informing the participant of their right to choose the service delivery model (either the Self Directed Model or Traditional/Provider Model) on the PCP signature sheet. The participant and their authorized representative also attest that they understand the participant is free to choose the service delivery model (either the Self Directed Model or Traditional/Provider Model) on the PCP signature sheet. The DDA also provides information about its Self-Directed Service Model via webinars, workshops, conferences, DDA’s website, and upon request.

f. Participant Direction by a Representative. Specify the State’s policy concerning the direction of waiver services by a representative (*select one*):

<input type="radio"/>	The State does not provide for the direction of waiver services by a representative.
<input checked="" type="radio"/>	The State provides for the direction of waiver services by representatives. Specify the representatives who may direct waiver services: (<i>check each that applies</i>):
<input checked="" type="checkbox"/>	Waiver services may be directed by a legal representative of the participant.
<input checked="" type="checkbox"/>	Waiver services may be directed by a non-legal representative freely chosen by an adult participant. Specify the policies that apply regarding the direction of waiver services by participant-appointed representatives, including safeguards to ensure that the representative functions in the best interest of the participant: A participant enrolled in the Self-Directed Services Delivery Model (as provided in this Appendix E) may authorize a non-legal representative to direct services on their behalf as documented on the DDA Self-Directed Services

State:	
Effective Date	

	<p>Participant Agreement. The Self-Directed Services (SDS) Participant’s Agreement documents both the participant’s request for assistance in self-directing their services, and the team members’ agreement to assist and support with the specific work or tasks described in the Agreement.</p> <p>Requirements of the Agreement include:</p> <ol style="list-style-type: none"> 1. The participant’s CCS must assist the participant and their team to complete this agreement per the participant’s preferences and best interests. 2. The CCS must assist the participant and their team to update this agreement if any changes are requested by the participant or their team members. 3. The CCS must review this document with the participant on a quarterly basis to: a. Make sure that the team members are those that the participant chooses, and b. Confirm that each team member’s agreement to assist and support the participant as stated in this document is current. 4. The CCS must make sure that the participant’s team roles and responsibilities do not conflict with program requirements and rule. The roles, work, and responsibilities of each team member are different. This means that the work of one team member cannot be completed by another team member. The roles and responsibilities of each member are outlined and described or defined in the DDA Self Directed Services Handbook and applicable DDA Waiver. Those roles include: <ol style="list-style-type: none"> a. Participant; b. Coordinator of Community Services (CCS); c. Employee, Provider, Vendor, and Contractor; d. Financial Management and Counseling Services (FMCS) provider; and e. Support Broker.
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State:	
Effective Date	

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g. Participant-Directed Services. Specify the participant direction opportunity (or opportunities) available for each waiver service that is specified as participant-directed in Appendix C-1/C-3. *(Check the opportunity or opportunities available for each service):*

Participant-Directed Waiver Service	Employer Authority	Budget Authority
Assistive Technology and Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Behavioral Support Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Community Development Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Day Habilitation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employment Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Environmental Assessment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Environmental Modifications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Family and Peer Mentoring Supports	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Family Caregiver Training & Empowerment Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Housing Support Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

State:	
Effective Date	

Individual and Family Directed Goods and Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nurse Consultation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Nursing Health Case Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Nursing Case Management and Delegation Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Nursing Support Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Participant Education, Training, and Advocacy Supports	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Personal Supports	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Respite Care Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Support Broker Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Supported Employment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Transportation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Vehicle Modifications	<input type="checkbox"/>	<input checked="" type="checkbox"/>

h. Financial Management Services. Except in certain circumstances, financial management services are mandatory and integral to participant direction. A governmental entity and/or another third-party entity must perform necessary financial transactions on behalf of the waiver participant. *Select one:*

State:	
Effective Date	

X	<p>Yes. Financial Management Services are furnished through a third party entity. <i>(Complete item E-1-i).</i></p> <p>Specify whether governmental and/or private entities furnish these services. <i>Check each that applies:</i></p>				
	<table border="1" style="width: 100%;"> <tr> <td style="width: 5%; text-align: center;"><input type="checkbox"/></td> <td>Governmental entities</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td>Private entities</td> </tr> </table>	<input type="checkbox"/>	Governmental entities	<input checked="" type="checkbox"/>	Private entities
<input type="checkbox"/>	Governmental entities				
<input checked="" type="checkbox"/>	Private entities				
O	<p>No. Financial Management Services are not furnished. Standard Medicaid payment mechanisms are used. <i>Do not complete Item E-1-i.</i></p>				

i. Provision of Financial Management Services. Financial management services (FMS) may be furnished as a waiver service or as an administrative activity. *Select one:*

O	<p>FMS are covered as the waiver service</p> <div style="border: 1px solid black; width: 100px; height: 20px; margin-left: 100px;"></div> <p>specified in Appendix C-1/C-3 The waiver service entitled:</p>
X	<p>FMS are provided as an administrative activity.</p> <p><i>Provide the following information</i></p>
i.	<p>Types of Entities: Specify the types of entities that furnish FMS and the method of procuring these services:</p> <p>Providers certified by the DDA as an Organized Health Care Delivery Systems (OHCDS) in accordance with applicable State regulations provide this service.</p> <p>Providers are identified through the Maryland Department of Health request for proposal procurement processes.</p>

State:	
Effective Date	

<p>ii.</p>	<p>Payment for FMS. Specify how FMS entities are compensated for the administrative activities that they perform:</p>
	<p>The FMCS is compensated for administrative activities as per their contract with MDH. As per COMAR 10.22.17.13 10.27.17.13, the cost of fiscal management services are to be deducted from an individual's a participant's Medicaid Waiver self-directed budget.</p>
<p>iii.</p>	<p>Scope of FMS. Specify the scope of the supports that FMS entities provide (<i>check each that applies</i>):</p>
	<p>Supports furnished when the participant is the employer of direct support workers:</p>
<p><input checked="" type="checkbox"/></p>	<p>Assists participant in verifying support worker citizenship status</p>
<p><input checked="" type="checkbox"/></p>	<p>Collects and processes timesheets of support workers</p>
<p><input checked="" type="checkbox"/></p>	<p>Processes payroll, withholding, filing and payment of applicable federal, state and local employment-related taxes and insurance</p>
<p><input checked="" type="checkbox"/></p>	<p>Other</p> <p><i>Specify:</i></p>
	<p>Employer and Budget Authorities tasks including but not limited to:</p> <ol style="list-style-type: none"> 1. Verifying that potential staff or vendors meet applicable qualifications including background checks, certifications, trainings, and licensing requirements; 2. Managing and directing the disbursement of funds contained in the participant's self-directed services budget sheet;;

<p>State:</p>	
<p>Effective Date</p>	

	<ol style="list-style-type: none"> 3. Acting as a neutral bank, receiving, and disbursing public funds and tracking and reporting on the status of each participant’s budgeted funds (received, disbursed, and any balances); 4. Processing and paying for approved services in the PCP; 5. Ensuring that all payments meet program standards; 6. Preparing and distributing reports (e.g., budget status and expense reports) to participants, their CCS, DDA, and other entities as requested; and 7. Managing nursing access to the Health Risk Screening Tool (HRST) to support participants enrolled in the self-directed service delivery model unless otherwise directed by the DDA.
<p>Supports furnished when the participant exercises budget authority:</p>	
<input checked="" type="checkbox"/>	<p>Maintains a separate account for each participant’s participant-directed budget</p>
<input checked="" type="checkbox"/>	<p>Tracks and reports participant funds, disbursements and the balance-of participant funds</p>
<input checked="" type="checkbox"/>	<p>Processes and pays invoices for goods and services approved in the service plan</p>
<input checked="" type="checkbox"/>	<p>Provide participant with periodic reports of expenditures and the status of the participant-directed budget</p>
<input checked="" type="checkbox"/>	<p>Other services and supports</p> <p><i>Specify:</i></p>

State:	
Effective Date	

		<p>1. The FMCS provider assists the participant and their along with their supported decision making team, legal guardian, or designated representative (as applicable) to:</p> <ul style="list-style-type: none"> a. Manage and direct the disbursement of funds contained in the current approved annual self-directed budget allocation; b. Facilitate the employment of staff by the participant, legal guardian, or designated representative (as applicable), by performing as the participant’s agent to verify employee and vendor qualifications, processing payroll, withholding Federal, State, and local tax and making tax payments to appropriate tax authorities; and c. Perform fiscal accounting and disseminate expense reports to the participant or, legal guardian, or their designated representative (as applicable), State authorities, and other entities as requested. d. The FMCS provider assists the participant and their legal guardian, or designated representative (as applicable) with Budget Authority tasks such as: <ul style="list-style-type: none"> i. Acting as a neutral bank, receiving, and disbursing public funds, tracking and reporting on the status of the participant’s budgeted funds (received, disbursed and any balances); ii. Maintaining a separate account for each participant’s self-directed budget; iii. Tracking and distributing a participant's funds, as approved by the DDA and in accordance with Waiver program requirements;
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State:	
Effective Date	

		<ul style="list-style-type: none"> iv. Ensuring that the participant stays within their budget and managing cost savings, including unallocated funds for goods and services not explicitly approve in the participant’s PCP as per program requirements; v. Processing and paying invoices for Waiver program services in accordance with the DDA’s authorization; and vi. Preparing and distributing reports (e.g., budget status and expenditure reports) to participants, the DDA, and other entities as requested vii. Additional functions/activities such as providing other entities specified by the State with periodic reports of expenditures and the status of the self-directed budget
Additional functions/activities:		
	<input type="checkbox"/>	Executes and holds Medicaid provider agreements as authorized under a written agreement with the Medicaid agency
	<input checked="" type="checkbox"/>	Receives and disburses funds for the payment of participant-directed services under an agreement with the Medicaid agency or operating agency
	<input checked="" type="checkbox"/>	Provides other entities specified by the State with periodic reports of expenditures and the status of the participant-directed budget
	<input type="checkbox"/>	Other <i>Specify:</i>

State:	
Effective Date	

iv.	<p>Oversight of FMS Entities. Specify the methods that are employed to: (a) monitor and assess the performance of FMS entities, including ensuring the integrity of the financial transactions that they perform; (b) the entity (or entities) responsible for this monitoring; and, (c) how frequently performance is assessed.</p>
	<p>The FMCS provider is required to obtain annual independent financial audits.</p> <p>On an annual basis, the DDA or its designee will conduct a representative sample review of Self-Directed Services participants’ budgets, billing, and payments.</p> <p>If there are concerns about billing, the FMCS provider may be referred to the DDA and/or OLTSS staff, or to the Department’s Internal Audit and Control (IAC) staff. A referral may also be made to Maryland’s Medicaid Fraud Control Unit, which may conduct audits when there is a strong likelihood of fraud. .</p>

j. Information and Assistance in Support of Participant Direction. In addition to financial management services, participant direction is facilitated when information and assistance are available to support participants in managing their services. These supports may be furnished by one or more entities, provided that there is no duplication. Specify the payment authority (or authorities) under which these supports are furnished and, where required, provide the additional information requested (*check each that applies*):

<input checked="" type="checkbox"/>	<p>Case Management Activity. Information and assistance in support of participant direction are furnished as an element of Medicaid case management services.</p> <p><i>Specify in detail the information and assistance that are furnished through case management for each participant direction opportunity under the waiver:</i></p>
	<p>A participant, enrolled in either Self-Directed Services or Traditional Services delivery models, must receive targeted case management services from a Coordinator of Community Services (CCS). The CCS provides supports to participant, along with their supported decision making team, legal guardian, or designated representative (as applicable), and their families, to help them identify all of their strengths and unique</p>

State:	
Effective Date	

<p>abilities to achieve self-determination, independence, productivity, integration, and inclusion in all facets of community life across the lifespan. This includes learning about options under the DDA’s Self-Directed Service Model, planning for the participant’s future, and accessing needed services and supports. The CCS promotes services that are planned and delivered in a manner that are timely executed to meet the participant’s needs as stated in their Person-Centered Plan (PCP) and encourages self-sufficiency, health and safety, meaningful community participation, and the participant’s desired quality of life.</p>	
<p><input checked="" type="checkbox"/> Waiver Service Coverage. Information and assistance in support of participant direction are provided through the waiver service coverage (s) specified in Appendix C-1/C-3 (check each that applies):</p>	
<p>Participant-Directed Waiver Service</p>	<p>Information and Assistance Provided through this Waiver Service Coverage</p>
<p>Support Broker Services</p>	<p><input checked="" type="checkbox"/></p>
<p><input type="checkbox"/> Administrative Activity. Information and assistance in support of participant direction are furnished as an administrative activity.</p> <p><i>Specify (a) the types of entities that furnish these supports; (b) how the supports are procured and compensated; (c) describe in detail the supports that are furnished for each participant direction opportunity under the waiver; (d) the methods and frequency of assessing the performance of the entities that furnish these supports; and (e) the entity or entities responsible for assessing performance:</i></p>	

k. Independent Advocacy (select one).

State:	
Effective Date	

○	No. Arrangements have not been made for independent advocacy.
X	<p>Yes. Independent advocacy is available to participants who direct their services.</p> <p><i>Describe the nature of this independent advocacy and how participants may access this advocacy:</i></p> <p>Advocacy Specialists:</p> <ol style="list-style-type: none"> 1. Provide information, technical assistance, and training on self-direction, self-advocacy, and the availability of advocacy services across the State; 2. Provide feedback to the DDA staff on communications with participants receiving the DDA’s Self-Directed Services delivery model; 3. Build relationships with self-advocates, self-advocacy groups and providers. 4. Provide and support other self-advocates to learn about and understand the DDA’s Self-Directed Services delivery model; 5. Provide general support to people receiving self-directed services from DDA; and 6. Develop and conduct additional training that meets the needs of Self-Advocates in their regions. <p>Advocacy Specialists participate in various DDA trainings, committees, and workgroups; provide one-to-one information and technical assistance; provide one-to-one advocacy services; and make frequent contact with Coordinators of Community Service in order to assist participants seeking advocacy services related to the Self-Directed Services delivery model.</p> <p>PARTICIPANT ACCESS</p> <p>Participants may contact the Advocacy Specialists via telephone or email or at trainings to obtain advocacy services. The independent Advocacy Specialists are available to</p>

State:	
Effective Date	

	<p>provide assistance to address an issue of concern, training, technical assistance, and other advocacy services to participants currently directing their own services or interested in self-directing their services. The Advocacy Specialists provide information, technical assistance, and advocacy via the internet, telephone, or in person as requested.</p>

- i. Voluntary Termination of Participant Direction.** Describe how the State accommodates a participant who voluntarily terminates participant direction in order to receive services through an alternate service delivery method, including how the State assures continuity of services and participant health and welfare during the transition from participant direction:

The participant, ~~or their~~ legal guardian, ~~or their designated representative~~ (as applicable) may choose to terminate the participant’s enrollment in the Self-Directed Services Model at any time, without cause, in order to receive services under the Traditional Services delivery model, directly from a provider.

In order to terminate participation in the Self-Directed Service Model and transition to the Traditional Services delivery model, the participant, ~~or their~~ legal guardian, ~~or their designated representative~~ (as applicable), must notify the participant’s Coordinator of Community Services (CCS). The CCS will assist the participant in transitioning to the Traditional Services delivery model and selecting licensed/certified provider(s) to provide services. The CCS will work with the participant, ~~and their legal guardian (as applicable) or designated representative~~, and ~~the participant’s their~~ team to develop a transition plan that includes strategies that ensure service continuity and assure the participant’s health and welfare.

- m. Involuntary Termination of Participant Direction.** Specify the circumstances when the State will involuntarily terminate the use of participant direction and require the participant to receive

State:	
Effective Date	

provider-managed services instead, including how continuity of services and participant health and welfare is assured during the transition.

While enrolled in the Self-Directed Service Model, participants, along with their ~~supported decision making~~ team, their legal guardians, or their designated representatives (as applicable) are required to comply with the requirements set forth in this Waiver program application and all applicable federal, State, and local laws, regulations, and Department policies and procedures.

The DDA has the authority to restrict the availability of services under the Self-Directed Service Model or to terminate the participant’s enrollment in Self-Directed Service Model if one of the following circumstances occurs:

- 1) The participant no longer meets eligibility criteria for the waiver;
- 2) The participant’s Person-Centered Plan (PCP) has not been submitted to the DDA (for DDA’s review and approval) in a timely manner and this failure is attributable to the participant, their ~~supported decision making~~ team, legal guardian, or their designated representative ;
- 3) The participant does not receive services under the Self-Directed Services Model, in accordance with the participant's PCP and annual budget, for 90 days or more, with the exception of extenuating circumstances;
- 4) The health, safety, or welfare of the participant is compromised by continued participation in the Self-Directed Service Model;
- 5) The rights of the participant are being compromised;
- 6) Failure of the participant, their ~~supported decision making~~ team, legal guardian, or the participant’s designated representative (as applicable) to comply with any applicable federal, State, or local law, regulation, policy, or procedure; or
- 7) Failure of the participant, their ~~supported decision making~~ team, legal guardian, or the participant’s designated representative (as applicable) to manage funds within

State:	
Effective Date	

the DDA-approved annual budget, including expending or attempting to expend funds inconsistent with the DDA-approved annual budget.

In the event the DDA restricts or terminates the participant’s enrollment in the Self-Directed Service Model in accordance with this section, the DDA shall notify in writing the participant, legal guardian, or their designated representative (as applicable), their Coordinator of Community Service (CCS), Support Broker, and the FMCS provider. This notice shall include: (1) the date and basis of the DDA’s determination; and (2) the participant’s right to a Medicaid Fair Hearing as described in Appendix F.

The CCS shall work with the participant, legal guardian, or their designated representative (as applicable), and their person-centered planning team to develop a transition plan to include strategies to ensure service continuity and assure the participant’s health and welfare.

- n. **Goals for Participant Direction.** In the following table, provide the State’s goals for each year that the waiver is in effect for the unduplicated number of waiver participants who are expected to elect each applicable participant direction opportunity. Annually, the State will report to CMS the number of participants who elect to direct their waiver services.

Table E-1-n		
	Employer Authority Only	Budget Authority Only or Budget Authority in Combination with Employer Authority
Waiver Year	Number of Participants	Number of Participants
Year 1		175
Year 2		175

State:	
Effective Date	

Year 3		175
Year 4		175
Year 5		175

Appendix E-2: Opportunities for Participant-Direction

- a. **Participant – Employer Authority** *Complete when the waiver offers the employer authority opportunity as indicated in Item E-1-b:*
 - i. **Participant Employer Status.** Specify the participant’s employer status under the waiver. *Select one or both:*

	<p>Participant/Co-Employer. The participant (or the participant’s representative) functions as the co-employer (managing employer) of workers who provide waiver services. An agency is the common law employer of participant-selected/recruited staff and performs necessary payroll and human resources functions. Supports are available to assist the participant in conducting employer-related functions.</p> <p>Specify the types of agencies (a.k.a., “agencies with choice”) that serve as co-employers of participant-selected staff:</p>
<input checked="" type="checkbox"/>	<p>Participant/Common Law Employer. The participant (or the participant’s representative) is the common law employer of workers who provide waiver services. An IRS-approved Fiscal/Employer Agent functions as the participant’s agent in performing payroll and other employer responsibilities</p>

State:	
Effective Date	

	that are required by federal and state law. Supports are available to assist the participant in conducting employer-related functions.
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ii. Participant Decision Making Authority. The participant (or the participant’s representative) has decision making authority over workers who provide waiver services. *Select one or more decision making authorities that participants exercise:*

<input checked="" type="checkbox"/>	Recruit staff
<input type="checkbox"/>	Refer staff to agency for hiring (co-employer)
<input checked="" type="checkbox"/>	Select staff from worker registry
<input checked="" type="checkbox"/>	Hire staff (common law employer)
<input checked="" type="checkbox"/>	Verify staff qualifications
<input checked="" type="checkbox"/>	Obtain criminal history and/or background investigation of staff Specify how the costs of such investigations are compensated:
	The cost of criminal background checks are paid by the FMCS provider.
<input checked="" type="checkbox"/>	Specify additional staff qualifications based on participant needs and preferences so long as such qualifications are consistent with the qualifications specified in Appendix C-1/C-3.
<input checked="" type="checkbox"/>	Determine staff duties consistent with the service specifications in Appendix C-1/C-3.

State:	
Effective Date	

<input checked="" type="checkbox"/>	Determine staff wages and benefits subject to applicable State limits
<input checked="" type="checkbox"/>	Schedule staff
<input checked="" type="checkbox"/>	Orient and instruct-staff in duties
<input checked="" type="checkbox"/>	Supervise staff
<input checked="" type="checkbox"/>	Evaluate staff performance
<input checked="" type="checkbox"/>	Verify time worked by staff and approve time sheets
<input checked="" type="checkbox"/>	Discharge staff (common law employer)
<input type="checkbox"/>	Discharge staff from providing services (co-employer)
<input type="checkbox"/>	Other Specify:

b. Participant – Budget Authority *Complete when the waiver offers the budget authority opportunity as indicated in Item E-1-b:*

i. Participant Decision Making Authority. When the participant has budget authority, indicate the decision-making authority that the participant may exercise over the budget. *Select one or more:*

State:	
Effective Date	

<input checked="" type="checkbox"/>	Reallocate funds among services included in the budget
<input checked="" type="checkbox"/>	Determine the amount paid for services within the State’s established limits
<input checked="" type="checkbox"/>	Substitute service providers
<input checked="" type="checkbox"/>	Schedule the provision of services
<input checked="" type="checkbox"/>	Specify additional service provider qualifications consistent with the qualifications specified in Appendix C-1/C-3
<input checked="" type="checkbox"/>	Specify how services are provided, consistent with the service specifications contained in Appendix C-1/C-3
<input checked="" type="checkbox"/>	Identify service providers and refer for provider enrollment
<input checked="" type="checkbox"/>	Authorize payment for waiver goods and services
<input checked="" type="checkbox"/>	Review and approve provider invoices for services rendered
<input type="checkbox"/>	Other Specify:

ii. Participant-Directed Budget. Describe in detail the method(s) that are used to establish the amount of the participant-directed budget for waiver goods and services over which the participant has authority, including how the method makes use of reliable cost estimating information and is applied consistently to each participant. Information about these method(s) must be made publicly available.

State:	
Effective Date	

A participant’s self-directed budget allocation will be determined annually through a person-centered planning process and demonstrated assessed need. The participant’s self-directed budget will encompass all services in their PCP.

Effective January 1, 2021, during the initial and annual PCP planning processes, the participant’s self-directed budget will be determined based on the approved LTSS*Maryland* PCP detailed service authorization. The LTSS*Maryland* PCP detailed service authorization form includes all available services and associated rates based on the traditional service delivery model. The required use of the LTSS*Maryland* PCP detailed service authorization for participants, enrolled in either the self-directed services or traditional services delivery models, ensure fair and equitable funding regardless of the service model chosen.

Information regarding the PCP development and authorization process and budget methodology for participant-directed budgets is available on the DDA’s website.

- iii. **Informing Participant of Budget Amount.** Describe how the State informs each participant of the amount of the participant-directed budget and the procedures by which the participant may request an adjustment in the budget amount.

The Coordinator of Community Services (CCS) and Support Broker will share information about the Waiver program, to include the various services and supports and budget caps. Once the PCP is completed, the DDA reviews and authorizes the PCP based on the participant’s needs. The DDA sends notice to the participant and legal guardian or designated representative (if applicable) of the final authorized budget.

The self-directed budget is based on the assessed service need documented in the initial and Annual PCP, and traditional rates. If there is a new health and safety service need assessed, the participant, along with their supported decision making team, legal guardian, or their designated representative (as applicable) notifies the CCS,. The CCS will revise the PCP and associated documents to reflect the health and safety requested service(s) which is then submitted to DDA Regional Office for

State:	
Effective Date	

review. If approved, the revised PCP and associated budget allocation is then used to create the self-directed budget sheet, which is provided to the team and FMCS.

If the DDA denies the request for a Waiver program service or reduces the approved budgeted amount, the participant has the right to request a Medicaid Fair Hearing as described in Appendix F.

iv. Participant Exercise of Budget Flexibility. *Select one:*

	<p>Modifications to the participant directed budget must be preceded by a change in the service plan.</p>
X	<p>The participant has the authority to modify the services included in the participant directed budget without prior approval.</p> <p>Specify how changes in the participant-directed budget are documented, including updating the service plan. When prior review of changes is required in certain circumstances, describe the circumstances and specify the entity that reviews the proposed change:</p>
	<p>Participants <u>with the support of their team</u> may move funding <u>across approved budget service lines as per the DDA policy and guidance.</u> <u>noted in the Self Directed Services Financial Management and Counseling Services Transition, Person Centered Plan, Self Directed Budget Sheet, and Timesheet/Invoice Guidance and subsequent updates.</u></p>

v. Expenditure Safeguards. Describe the safeguards that have been established for the timely prevention of the premature depletion of the participant-directed budget or to address potential service delivery problems that may be associated with budget underutilization and the entity (or entities) responsible for implementing these safeguards:

State:	
Effective Date	

The participant, along with their ~~supported decision-making~~ team, their legal guardian, or their designated representative (as applicable), with the support of the Coordinator of Community Service, and the FMCS provider, will monitor funds spent on services and the projected spending for the participant’s person-centered plan year. The FMCS provider will provide a real time web-based access to expenditure reports to the participant ~~and their legal representative guardian, their designated representative, and team~~ (as applicable), with information related to expenditures and current ~~budget~~ balance. ~~The participant can also ask their FMCS to provide additional access to their designated representative and their team based on their choice.~~

The DDA or its designee will monitor: (1) the FMCS provider for proper allocation of funding and services provided; and (2) the participant, along with their ~~supported decision-making~~ team, legal guardian, and their designated representative (as applicable) for possible over- and under-utilization of services.

The use of a multi-layered review process ensures that potential budget problems are identified on a timely basis. When over- or under-utilization is “flagged,” the Coordinator of Community Services or their FMCS provider contacts the participant, along with their ~~supported decision-making~~ team, and their legal guardian or designated representative (as applicable) to assess the reasons for over- or under-utilization and whether technical assistance, further training, or changes in the plan and budget, such as a reprioritization of services, are required.

State:	
Effective Date	