

## Week Starting – July 12, 2024

Note: To attract PCA's to Consumer Job Searches, the following link  
<http://edlitcher.hypermart.net/ListofAvailableJobs.txt>  
has been added to both Craigslist Advertisements <https://newyork.craigslist.org>

See the recently modified advertisement.

Search: (consumerdirectedservices) - in Jobs – for the PCA Advertisement  
Search: (consumerdirectedservices) - in Services – for the Consumer Advertisement  
Hopefully this will help.

Consumer Directed Personal Assistance Program (CDPAP) Scope and Procedures  
[https://www.health.ny.gov/health\\_care/medicaid/publications/adm/11adm6.htm](https://www.health.ny.gov/health_care/medicaid/publications/adm/11adm6.htm)

List of CDPAP Provider Contract Awardees  
[https://www.health.ny.gov/funding/rfo/20039/docs/awardees\\_names\\_and\\_counties.pdf](https://www.health.ny.gov/funding/rfo/20039/docs/awardees_names_and_counties.pdf)

### Articles

July 05, 2024

Urgent message about CDPAP

July 03, 2024

Questions submitted to DOH concerning the Statewide FI RFP

**Intro Statement – Pages 01**

**Consumer Listing – Pages 03**

**PCA Information – Pages 06**

**PCA Candidates – Page 05**

**Articles – Pages 12**

**Finding a New PCA - DIA Information -Page 19**

**Able News – Page 20**

**Independent Living Centers – Page 21**

**Alternative Resources - Page 22**

**Find My (FI) - Questions to consider when changing your (FI) CDPAP Provider - Page 23**

On September 16, 2013, the New York State Department of State accepted the Certificate of Incorporation submitted by **Consumer Directed Services, Inc.** under section 404 of the Not-for-Profit Law. A certificate that included the following statement:

*We are pilgrims on a journey; we are travelers on the road.  
We are here to help each other walk the mile and bear the load.*

Excerpt from - *The Servant Song*- Richard Gillard (1974)

To assist Consumers with the problem of finding new Personal Care Assistants, [Consumer Directed Services, Inc.](#) created a FREE Employment Information Bridge between Consumers and Personal Care Assistant (PCA) Candidates.

### **Consumers / Advocates**

To search for a PCA Candidate, complete the form at the following link [Consumer / Advocate - Search for a PCA Candidate](#). When your information is received it will be enrolled in the email database, and posted on the website for a month, distributed to all of the members of the Consumer Directed Services database (Consumers, PCA Candidates, and a variety of other Employment Resources), and published in the Consumer Directed Services Newsletter for a month.

To just add your information to the Consumer Directed Services database, a Consumer or Advocate need only send me an email to [elitcher@consumerdirectedservices.com](mailto:elitcher@consumerdirectedservices.com) and include your name and the text **Newsletter Request**. When your information is received it will be enrolled in the email database and you will begin receiving future issues of the Consumer Directed Services Newsletter and other emails related to the program's goal.

### **Personal Care Assistant (PCA) Candidates**

To include your information in the Newsletter and email database, complete the form at the following link: [Look for a PCA Job \(FREE\) - New York City Metro](#). When your information is received, your information will be published in the Newsletter for a month, and you will begin receiving future issues of the Consumer Directed Services Newsletter and other emails related to the program's goal. Also, to access our list of Currently Available Jobs, please use the following link: [JOBS](#)

Previously distributed Newsletters have been archived on the [Consumer Directed Services](#) home page.

Finally, if you have any questions, comments, or recommendations about this service, or should you wish to remove your address from this list, please contact send an email to [elitcher@consumerdirectedservices.com](mailto:elitcher@consumerdirectedservices.com).

Best Regards  
Ed Litcher

# Consumers Searching

**Consumers Wanted:** For an Employment Information Bridge to work it requires traffic to flow in both directions. If you are in a Consumer Directed Personal Assistance Program, you will eventually need to find a new Home Care Worker. And up to now you may have relied upon Friends, Family, an Agency or you may have chosen to put your own advertisement on the Internet (See the list of Internet resources on the PCA Employment Agency page of this newsletter). Therefore, to help you find the PCA Candidate of your choice, I urge you, to do everything you ordinarily do, to consider an Internet resource and to try

[www.ConsumerDirectedServices.com](http://www.ConsumerDirectedServices.com).

Finally, if you try Consumer Directed Services, please spread the word. Tell your friends and associates about this **FREE** service.

**Joann Vitiello () on Friday, June 7, 2024 at 12:39:28**

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Neighborhood Name: Coney Island

City, Town, County or Borough: Brooklyn

Available Transportation: Subway, Bus, Train, Auto,

Phone: 718 -372-8425

Best Time: 10 am -5pm

E-mail: [joseann1724@gmail.com](mailto:joseann1724@gmail.com)

Email Authorization: Yes

Consumer Age: Older than 70

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Seniors, Wheelchairs,

Description of Languages: English

Preferred Candidate Gender: Female

Required Documentation: Social Security Number, Proof of Identity, Recommendations

Hours: 12 hrs.

Start Time: 8am-8pm

Description of Schedule: 8am to 8pm or 8pm to 8am

Pay Per Hour: \$20.00

Comments: Be able to transfer from wheelchair to bed and from wheelchair to toilet

# *PCA Information*

*Consumer Directed Services is not an Agency and makes no representation (positive or negative) regarding the appropriateness of any PCA Candidate, or the terms and conditions of any employment relationship. All employment and payment decisions are the exclusive responsibility of the Consumer.*

**Although there is no specific training, certification or licensure prerequisite, beyond that required or provided by the Consumer, if you are seeking employment from a Consumer who is receiving their service authorization from a New York State Medicaid funded Consumer Directed Personal Assistance Program, the Consumer is permitted to consider your employment only if you can pass ALL of the following New York State reviews.**

1. You are an adult of at least 18 years of age.
2. The Consumer is not your spouse or (if the Consumer is younger than 21) is not your child.
3. You do not live in the home of the Consumer (unless their service requires it).
4. You are not the Designated Representative (Surrogate) of the Consumer.
5. You do not have any financial control over the Consumer.
6. Your information must pass a Federal and State Government Exclusion List Review.
- 7 You have a verifiable Social Security number and the qualified documents needed to prove that you are eligible to work in the United States.

**The State of New York also requires each Personal Care Assistant to complete a Health Assessment BEFORE you begin work.**

The Health Assessment includes:

- A basic physical exam - blood pressure, height, weight, etc.
- A TB (Tuberculosis) Screen (PPD) or a chest x-ray if the test is positive or if the test would not be appropriate
- A Measles and Rubella Screen or Vaccine
- A drug test of Urine (forensic toxicology)
- Documentation of vaccination against influenza, or wearing of a surgical or procedure mask during the influenza season

**In addition to the above New York State requirements,** the municipality in which the Consumer lives may also impose additional health assessments or legal reviews. The Consumer Directed Personal Assistance Program your Consumer chooses will require the completion of a Memorandum of Understanding (Consumer / Personal Care Assistant Agreement) to clarify the employment relationship, and they may require other documents to help them effectively complete their role as the Consumers Fiscal Intermediary.

# *PCA Candidates*

**Jessy () on Thursday, July 11, 2024 at 14:44:49**

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Address: New York

E-mail: [Jbraffith@gmail.com](mailto:Jbraffith@gmail.com)

Email Authorization: Yes

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: Over 10

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Chinese American Planning, concepts of independence

Experience: Children, Teens, Young Adults, Seniors, Paraplegia, Quadriplegia, Ventilators, Wheelchairs, Lifters, Other Equipment, Mental Impairments / Alzheimer's Disease

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity, Recommendations

Certificate/License: Other

Description of Other Certificate/License: Certified nursing assistant

Hours per Week: 6/8

Preferred Start Time: Morning

Days I Would Like to Work: Thursday

Comments: I am Jessyka. I am a PCA and CNA. I have been doing this for over 10 years. I have experience with elderly as old as 105, special needs individuals, dementia, hospice, wheelchairs, walkers, lifts, visually and hearing impairments to name a few. I am A very understanding and patient individual. I am available on Thursdays.

**Akil Peters () on Monday, July 8, 2024 at 01:29:59**

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Address: 376 Montgomery St

Phone: 929-345-5450

Best Time: AM

E-mail: [C\\_alike@yahoo.com](mailto:C_alike@yahoo.com)

Email Authorization: Yes

Gender: Male

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: No  
Consumer/Surrogate References Available: No  
Enrolled with a CDPAP: No  
Experience: Seniors, Wheelchairs  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity  
Certificate/License: Personal Care, Driver's License  
Description of Other Certificate/License: Help as a home assistant  
Hours per Week: 60  
Days per Week: 6  
Preferred Start Time: 6:00 am  
Days I Would Like to Work: Monday, Tuesday, Wednesday, Thursday, Friday, Sunday  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: \$60  
Target Salary Per Day: \$480  
Target Salary Per Week: \$2400  
Comments: Have 10 years' experience as a HHA just never got the HHA license.

**Ramon S. Fernandez () on Friday, June 28, 2024 at 11:29:12**

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Address: 86-26 91St., Woodhaven, Queens, NYC 11421  
Phone: 646-812-0175  
Best Time: Am  
E-mail: [ramfer56@yahoo.com](mailto:ramfer56@yahoo.com)  
Email Authorization: Yes  
Gender: Male  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: No  
Enrolled with a CDPAP: No  
Experience: Ventilators, Wheelchairs, Lifters, Other Equipment, Mental Impairments /  
Alzheimer's Disease, Special Diets  
Description of Special Diets: Diabetic  
Description of Languages: English, Filipino  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: No  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Certificate/License: Home Health Aid  
Hours per Week: 36

Days per Week: 4  
Preferred Start Time: 8:00am  
Days I Would Like to Work: Mondays/Weekends  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: \$25  
Target Salary Per Day: \$300

**Marvalyn Gayle () on Thursday, June 27, 2024 at 22:16:46**

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Address: 86 Hamilton Ave  
Phone: 646-323-6449  
E-mail: [marvag31@yahoo.com](mailto:marvag31@yahoo.com)  
Gender: Female  
Type of Position: Personal Care / Home Health  
Experience: Amputation, Wheelchairs, Mental Impairments / Alzheimer's Disease, Visual / Auditory Impairments  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity, Recommendations  
Certificate/License: Personal Care, Home Health Aide, Driver's License  
Hours per Week: 40  
Days per Week: Week  
Preferred Start Time: Asap  
Days I Would Like to Work: Wednesday night Friday night Saturday night and Su  
I am willing to work a 24 Hour Sleep-In schedule: No  
Target Salary Per Hour: \$20  
Target Salary Per Day: \$240

**Rebecca Woods () on Wednesday, June 26, 2024 at 22:01:46**

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Address: 167 Radford Street apt 4B Yonkers New York Westchester County  
Phone: 347-573-2108  
Best Time: anytime  
E-mail: [meccaallah354@yahoo.com](mailto:meccaallah354@yahoo.com)  
Email Authorization: Yes  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: No  
Enrolled with a CDPAP: No

Experience: Young Adults, Seniors  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity  
Description of Other Certificate/License: none  
Hours per Week: 25  
Days per Week: 5  
Preferred Start Time: 7/08/24  
Days I Would Like to Work: Monday, Wednesday, Thursday & Friday  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: 19/hr.

**Hrisoula Mihelis () on Sunday, June 23, 2024 at 15:26:33**

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Address: Orange county Middletown NY  
Phone: 646-920-9785  
Best Time: Any time  
E-mail: [Cmihelis@gmail.com](mailto:Cmihelis@gmail.com)  
Email Authorization: Yes  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: Yes  
Consumer/Surrogate References Available: Yes  
Years Employed with a Consumer/Surrogate: 2  
Enrolled with a CDPAP: No  
Experience: Children, Teens, Young Adults, Seniors, Wheelchairs, Mental Impairments / Alzheimer's Disease, Languages  
Description of Languages: Greek  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity  
Certificate/License: Personal Care, Driver's License  
Hours per Week: 40  
Days per Week: 5  
Preferred Start Time: 5 pm  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: 20  
Comments: I have experience in working with patients as a personal care assistant with CDPAP. I am certified as a personal care assistant, and I possess excellent communication skills



and I am punctual and dedicated. I like helping others and I look forward to meeting new people and assisting them with their daily needs.

**Sakyr Stone () on Friday, June 21, 2024 at 20:16:56**

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Address: 126 Merrick Road Apt 2 Amityville NY 11701

Phone: 631-229-4656

Best Time: 11am

E-mail: [ms86kyra1619@icloud.com](mailto:ms86kyra1619@icloud.com)

Type of Position: Domestic / Homemaking

Worked with a CDPAP Consumer/Surrogate: No

Experience: Seniors, Mental Impairments / Alzheimer's Disease

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity

Description of Other Certificate/License: State ID, CPR/AED (adult, child, infant)

Hours per Week: 35

Days per Week: 4

Preferred Start Time: 10

Days I Would Like to Work: Monday, Tuesday Thursday Saturday

I am willing to work a 24 Hour Sleep-In schedule: No

Target Salary Per Hour: \$26.00

Comments: Experienced and motivated medical professional with exceptional patient and customer service skills. Knowledge of Excel and word Experience with practice management software Eagle Soft I am motivated and have an ambitious attitude Excellent communication skill and a friendly personality. Has 2 years of Alzheimer's disease and related dementias.

**Shataya () on Friday, June 21, 2024 at 12:26:16**

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Address: Manhattan

Phone: 914-320-4789

Best Time: Any

E-mail: [S.prioleau@ymail.com](mailto:S.prioleau@ymail.com)

Email Authorization: Yes

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 12

Enrolled with a CDPAP: Yes  
CDPAP Agency Name(s): Chinese American and Concepts  
Experience: Children, Teens, Young Adults, Seniors, Paraplegia, Quadriplegia, Wheelchairs, Lifters, Mental Impairments / Alzheimer's Disease, Visual / Auditory Impairments  
Description of Languages: English  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity  
Certificate/License: Other  
Description of Other Certificate/License: Med tech  
Days I Would Like to Work: Mon-Fri  
I am willing to work a 24 Hour Sleep-In schedule: No  
Target Salary Per Hour: 20  
Comments: I've been a caregiver for twelve years now. I've worked with patients from ages 8-96 years old one on one in their home. I'm experienced in working with autistic children/adults, dementia, quadriplegic, spinal injury, bed bound and visually impaired clients. I'm knowledgeable in working with g tubes and Hoyer lifts as well. I am vaccinated and a certified med tech.

**Katie () on Tuesday, June 18, 2024 at 11:05:55**

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Address: Nassau county  
Phone: 917-880-6970  
Best Time: Available  
E-mail: [Marinokatie06@gmail.com](mailto:Marinokatie06@gmail.com)  
Gender: Female  
Type of Position: Personal Care / Home Health  
Description of Other Type of Position: Medical certified as well  
Worked with a CDPAP Consumer/Surrogate: Yes  
Consumer/Surrogate References Available: Yes  
Years Employed with a Consumer/Surrogate: 1 year  
Experience: Children, Teens, Young Adults, Seniors, Amputation, Ventilators, Special Diets, Languages  
Description of Languages: English  
Can pass the New York State Review: Yes  
Had a Health Assessment in the past 12 months: Yes  
Have or can get a copy of my recent Health Assessment: Yes  
Other Documentation Available: Proof of Identity,  
Certificate/License: Personal Care, Home Health Aide, Driver's License,  
Hours per Week: 40

Days per Week: 5/6

Days I Would Like to Work: Monday threw sat

I am willing to work a 24 Hour Sleep-In schedule: No

Target Salary Per Hour: 20/30

Target Salary Per Day: Hour

Comments: Been doing for 18 years dedicated love people in need of care to live healthy and amazing life

**Luis Meza () on Sunday, June 16, 2024 at 16:23:13**

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Address: 357 48th Street

Phone: 718-930-7958

Best Time: Afternoon

E-mail: [mezal3106@gmail.com](mailto:mezal3106@gmail.com)

Email Authorization: Yes

Gender: Male

Type of Position: Other Type of Position

Description of Other Type of Position: CDPAP

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: Yes

Years Employed with a Consumer/Surrogate: 4

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Concept of independence

Experience: Young Adults, Seniors, Paraplegia, Quadriplegia, Ventilators, Wheelchairs,  
Languages

Description of Languages: Spanish and English

Can pass the New York State Review: Yes

Had a Health Assessment in the past 12 months: Yes

Have or can get a copy of my recent Health Assessment: Yes

Other Documentation Available: Proof of Identity,

Description of Other Certificate/License: Ex EMT and CNA license

Hours per Week: 40+

Days per Week: 3-5

Days I Would Like to Work: Monday- Friday

I am willing to work a 24 Hour Sleep-In schedule: No sleep in

Target Salary Per Hour: 20

# *Articles Related to the CDPAP*

## *Urgent message about CDPAP*

*July 05, 2024*

As consumers of the Consumer Directed Personal Assistance Program (CDPAP), we find ourselves in uncertain times. The program, which was built by our community to keep individuals with disabilities living independently in the community where we want to be, will be fundamentally changed forever if we do nothing.

Governor Kathy Hochul, Senate Speaker Carl Heastie, and Assembly Speaker Andrea Stewart-Cousins have decided to award one out-of-state corporation the responsibility of administering the entire CDPAP program for 250,000 consumers and even more personal assistants (PAs), creating a monopoly. This corporation is required to be a non-New York-based company, meaning the 600 New York companies currently providing CDPAP services will no longer exist. This includes your current company.

If you think you're safe because you are a consumer of an Independent Living Center or a nonprofit that is an FI, you are not. The single statewide FI does have to provide subcontracts to Independent Living Centers and certain FIs; however, they will have no power to make any changes or set wages, according to the DOH's own document. Further, at no point in the Department of Health's request for proposals are consumer rights or due process considered.

Subcontractors are not allowed to directly perform any of the following:

- Set wages or establish benefits for personal assistants (PAs)
- Maintain workers' compensation, disability, or employment insurance for our PAs
- Maintain personal records for each PA or maintain records for consumers' service authorization or plan of care. Subcontractors are only able to maintain copies or duplicate records.

We, as consumers, are merely going to exist within a subcontractor. The single statewide FI will control all aspects of our care. We don't need to guess how that will work, we have Con Edison to show us how effective monopolies are at answering customer concerns.

**What do these changes mean for you?**

As a consumer, you will see widespread chaos, interruptions in services, failure to deliver paychecks, and the subsequent loss of PAs. For some of us, this will mean being placed in nursing homes. Being placed in a nursing facility can mean the loss of everything you have, everything that you have accomplished, and in some instances, death. The governor states that this is not her intent; however, intent is irrelevant. Experience from other states shows it will be true.

Right now, we have choices. If one agency's pay and benefit structure doesn't work for you and doesn't give you the ability to hire and retain PAs, you can go to a different company that does. That will no longer be the case. The single statewide FI was put in place to save money by cutting our services, and the only way they're going to achieve that is by lowering wages to the state minimum wage, cutting PTO, and not allowing PAs to do overtime.

Now, ask yourself or your PA if they will work for you for less than what they earn now. If the answer is no, we need you to stop this from happening.

#### **What can you do:**

- Visit [Alliance to Protect Home Care](#)'s website
  - Follow on social media: [Twitter/X](#)
- Contact your elected officials by [sending a message](#).
- Share the [Alliance to Protect Home Care PSA](#) on social media.
- Tell your story and your fears by [clicking here](#).
- Ask your fiscal intermediary to contribute to the Alliance to Protect Home Care. They can contact [info@cdpaanys.org](mailto:info@cdpaanys.org) or call 518-813-9537 x1 for more information.
- Help by [making a donation](#) toward the Alliance to Protect Home Care.

Urgently,  
José Hernandez  
A person with a Disability  
CDPAP Member  
Concepts of Independence Consumer

## **Questions submitted to DOH concerning the Statewide FI RFP**

July 03, 2024

As a longtime user of the Consumer Directed Personal Assistance Program (CDPAP) I was disappointed to learn of the rapid overhaul of this life-sustaining program. Please find below my personal questions concerning the RFP and they should not be attributed to anyone other than myself, T.K. Small.

## **Questions Re: RFP # 20524**

### **4.1 Required Fiscal Intermediary Services**

#### **Question Category # 1,**

1. Does the processing of wages include a limitation of overtime?
2. If there is a limitation, what is the limit?
3. How will emergency situations which require overtime be handled?
4. Will the consumer need to get permission to use overtime?

#### **Question Category # 2,**

Will the payment of various insurances be attributable to the PMPM administrative payment or to the direct care budget line?

#### **Question Category # 3,**

Relating to the annual health assessment of the PA, will be scheduling and payment be covered by the new statewide FI?

#### **Question Category # 4,**

### **Section 4.1**

1. Who will be paying for a background check?
2. Will the background check be an administrative or direct care cost?
3. Is there an anticipated length of time that a background check should take to perform?
4. What in a background check will preclude a PA from working?
5. Will the results of the background check be conveyed to the consumer?
6. Will the consumer have any right to accept what's discovered in the background check?
7. How long will it take for the background check to be completed?
8. What will be covered in the training of PAs?
9. How long will the training take for completion?
10. Will the training occur before or after the background check?
11. Will the new statewide FI assume liability for any injuries which will occur because of information presented in PA training?

#### **Question Category # 5,**

Will there be exceptions or special procedures for the maintenance of personal records if either a consumer or PA has a legitimate claim of privacy and confidentiality due to being a domestic violence victim?

#### **Question Category # 6,**

1. What criteria or factors will be considered in the “monitoring” of consumer’s ability to self-direct?
2. How will the consumer be notified that they are being monitored?
3. What are the procedures of the monitoring?
4. Will the consumer be able to contest/appeal the decision?

#### **Question Category # 7,**

1. What will be included in the memorandum of understanding with the consumer?
2. Does the consumer have any opportunity to amend or propose new terms to the agreement?

### **4.1 Responsibilities of Consumer**

#### **Question Category # 8,**

1. Will payment for training be provided to the potential PA be covered by the statewide FI?
2. If payment for training is available, how much?
3. Is payment for training paid by the hour?
4. Will the consumer need to get permission to use payment for training?
5. Will the training provided by the consumer occur before or after any training provided by the statewide FI?
6. How will conflicts preambled between the different trainings?
7. Will the consumer be required to cover specific topics of training?
8. The responsibility of consumer to “train” is in conflict with the obligations of the requirements of 4.1 (e) which calls for the Statewide FI to “train” the PA. Which obligation to “train” takes priority?
9. As scheduling is the responsibility of the consumer, how will the usage of overtime be handled?

### **4.2 Best Practices**

#### **Question Category # 9,**

1. What are the variables suggesting “high-quality FI services”?
2. Who determines what is "high-quality FI services"?
3. Will the suggested "high-quality FI services" be provided by the statewide FI or by any subcontractors?
4. Will the consumer have any opportunity to work with any specific subcontractors?

5. Will the consumer have the right to refuse peer mentoring provided by the statewide FI or subcontractor?
6. Will the consumer have the right to refuse a home visit as a "high-quality FI services"?
7. Who will be held responsible if the website or email system is not ADA compliant?
8. Who will be held responsible if the website or email system is not maintained?
9. Who will be held responsible if questions/complaints are submitted through the website or email system are not promptly answered or resolved?
10. Will DOH monitor the consumer satisfaction with the email system or website of the statewide FI?
11. Will the consumer be able to submit complaints directly to DOH concerning accessibility, functionality or lack of response to questions/complaints submitted through the email system or website?

**THE CONSUMER ADVISORY COMMITTEE SHOULD BE A MANDATORY COMPONENT OF THIS RFP AND LIMITED TO CONSUMERS.**

1. If the consumer advisory committee includes PAs, FI staff, MCOs & LDSS how many of each category?
2. What is the frequency of consumer advisory committee meetings?
3. Will travel expenses to attend the consumer advisory committee be provided?
4. Will the consumer advisory committee be statewide or regional?
5. Would the consumer advisory committee be the responsibility of the statewide FI or the subcontractors?

### **4.3 FI Employment Related responsibilities & Joint Employment Responsibilities**

#### **Question Category # 10,**

1. In terms of "tabulating appropriate hours" does this include limitation on overtime?
2. Does the "coordinating of annual leave" include scheduling when/if a PA takes time off?
3. Does "making wage benefits information to consumers" include a periodic breakdown of actual pay received by the PA?
4. Will PAs be notified that wage information has been provided to consumers?
5. What information is collected and evaluated in auditing a consumer's billing records?
6. Will overtime hours be included in auditing a consumer's billing records?
7. Does the auditing process of billing records include a total assessment of the cost of a consumer's care?
8. How often will a consumer receive the results of such auditing of billing records?
9. Will a consumer be given the opportunity to contest or explain the results of the auditing of billing records?
10. Will consumers receive a detailed description of billing records auditing process?
11. Does the auditing of consumer billing records average out overtime hours over an entire care team of the individual?



#### **4.4 Statewide FI Compliance Requirements**

##### **Question Category # 11,**

1. Will the regulations found in 505.28 need to be formally changed to reflect the requirements of this RFP?
2. Will DOH publish any new regulations for 505.28 for public comment and review?
3. Other than civil litigation, can consumers file complaints as to lack of compliance with 505.28?
4. What are the procedures for filing a 505.28 regulatory compliance complaint?
5. Will the procedures for filing a 505.28 regulatory compliance complaint be published on the DOH website?
6. Will the regulations found in 504.3 need to be formally changed to reflect the requirements of this RFP?
7. Will DOH publish any new regulations for 504.3 for public comment and review?
8. Other than civil litigation, can consumers file complaints as to lack of compliance with 504.3?
9. What are the procedures for filing a 504.3 regulatory compliance complaint?
10. Will the procedures for filing a 504.3 regulatory compliance complaint be published on the DOH website?
11. Will the statewide FI be required to provide alternative EVV compliance systems?
12. Will subcontractors be subject to DOH guidance regarding marketing of FI services.
13. Will DOH guidance concerning marketing be made available to the public?
14. Will the results of regular reporting requirements be made available to the public?
15. Will the public have an opportunity to comment on regular reporting submissions?

#### **4.5 Fiscal Intermediary Organizational Requirements**

##### **Question Category # 12,**

1. Will the organizational chart of the statewide FI be made available to the public?
2. Will contact information to individuals in the statewide FI organizational chart be provided?
3. Why doesn't the list of restrictions relating to ownership suggesting a conflict of interest include that of a current privately owned Fiscal Intermediary?
4. How does DOH intend to oversee the compliance with the requirement to provide services sufficient linguistic and cultural understanding?
5. Will sufficient linguistic and cultural services include meeting the needs of the deaf community?
6. Will sufficient linguistic and cultural services include meeting the needs of the blind and visually impaired?
7. How many accessible locations in each region will the statewide FI provide?
8. How many local presence offices in each region will the statewide FI provide?

9. Will local offices of subcontractors count towards determining whether the statewide FI has a sufficient regional presence?
10. Will pending audit information be available to the public?

#### **4.6 Fiscal Monitoring and Oversight Requirements**

##### **Question Category # 13,**

1. Will the annual cost report information be available to the public?
2. Will the public have an opportunity to comment on the annual cost reports?
3. Will the written fiscal procedures be published or made available to the public to review?
4. Will subcontractors use the same written fiscal procedures?
5. How can a statewide FI contractor objectively oversee and investigate itself for fiscal integrity?
6. Will the quarterly EVV compliance report be made available to the public?

#### **4.7 Quality Monitoring and Reporting Requirements**

##### **Question Category # 14,**

1. Will the Quality Management Plan be made available to the public?
2. When will DOH announce the factors/variables of what is included in Quality Management Plan reports?
3. Will the public have an opportunity to offer additional factors of what constitutes quality FI services?
4. Will Quality Management Plan reports be available to the public?
5. Will consumers have an opportunity to comment on that Quality Management Plan reports?

#### **4.8 Information Technology Requirements**

##### **Question Category # 15,**

1. Will the accessibility requirements of other sections of this RFP apply to Information Technology considerations?
2. Will the Information Technology used to comply with EVV be fully ADA compliant and accessible?

**T.K. Small, JD**

# Finding a New PCA

*United Spinal Association, <https://unitedspinal.org/>  
**Best tips and strategies for finding and hiring a PCA.**  
<https://unitedspinal.org/best-tips-and-strategies-for-finding-and-hiring-pcas/>*

*Annie Streit, Grassroots Advocacy Manager, Aug 23, 2023*

## How to Secure Housing and Manage PCA Services at College

<https://newmobility.com/how-to-secure-housing-and-manage-pca-services-at-college/>

*Annie Tulkin, March 29, 2022*

## Managing Personal Assistants: A Consumer Guide

<https://pva.org/wp-content/uploads/2021/09/persasstfc6d.pdf>

*Paralyzed Veterans of America, 2000*

# *Disabled in Action of Metropolitan New York*

The "***DIA Activist***" News Letter can be found online at: <http://largestminority.net/activist.html> or <https://www.disabledinaction.org/> The Largest Minority is a news, opinion and resource web site on issues of concern and interest to the community of people with a disability. It is produced in conjunction with Disabled In Action of Metropolitan New York. **DIA Membership:** A civil rights organization committed to ending discrimination against people with disabilities that believes in the motto, "Nothing about us without us!" Everyone is welcome. For Dues and Meeting information, please visit <https://www.disabledinaction.org/>

If you're on Twitter or Facebook - [http://www.twitter.com/DIA\\_New\\_York](http://www.twitter.com/DIA_New_York)  
[https://www.facebook.com/ Disabled-In-Action-of- Metropolitan-New-York](https://www.facebook.com/Disabled-In-Action-of-Metropolitan-New-York)

The next DIA meetings will be held

Selis Manor 135 W 23rd Street between 6th and 7th Avenues - 1:30 – 4:00 p.m.

**Sunday July 7<sup>th</sup>**

***We will discuss issues we are working on.***

Come for lively discussion and brainstorming on changes we can make as well as learn what we have been up to and are planning to do to advance the cause of disability rights.

In case of extremely bad weather, you can call the DIA phone number - 646-504-4342 - after 6pm the Saturday night before to find out if the meeting will be cancelled.

Our meetings are usually held on the 1st Sunday of the month. We only do the second Sunday if a holiday falls right on that day or if there is a big NYC event that makes getting around extra difficult such as the marathon, or if the weather is impassable or dangerous.

Our new phone number is 646-504-4342.

Our new mailing address is Disabled In Action

PO Box 1550, New York, NY 10159

## ***Able Newspaper***

As March begins, we're happy to share that the latest digital edition of *Able News* is now live! With expanded original reporting on wheelchair sports, transportation accessibility, local news, and more, you won't want to miss this issue.

We're glad you're part of our growing community as our journey continues under new editorial leadership at The Viscardi Center.

Thank you for reading!

With appreciation,  
Emily Ladau  
Editor, Able News

<https://ablenews.com/latest-edition/>

**[SUBMIT NEWS ITEMS TO ABLENEWS@VISCARDICENTER.ORG.](mailto:Ablenews@viscardicenter.org)**

**[Ablenews@viscardicenter.org](mailto:Ablenews@viscardicenter.org)**

## *Local Independent Living Centers*

- Bronx Independent Living Services, Inc. (BILS)  
4419 Third Ave, #2C, Bronx, NY 10457  
TEL [718 515-2800 x 116](tel:7185152800) / TTY [718 515-2803](tel:7185152803) / FAX [718 515-2844](tel:7185152844)
- Brooklyn Center for Independence of the Disabled (BCID)  
27 Smith St, #200, Brooklyn, NY 11201  
TEL [718 998-3000](tel:7189983000) / TTY [718 998-7406](tel:7189987406) / FAX [718 998-3743](tel:7189983743)
- Center for Independence of the Disabled in NY (CID-NY) (Manhattan)  
841 Broadway, #301, New York, NY 10003  
TEL [212 674-2300](tel:2126742300) V / TTY [212-674-5619](tel:2126745619) / FAX [212-254-5953](tel:2122545953)
- CID-NY/Queens - 137-02A Northern Blvd, Flushing, NY 11354  
Phone: [646-442-1520](tel:6464421520) / Sorenson VP [866-948-1064](tel:8669481064) / TTY [718-886-0427](tel:7188860427) /  
Fax 718-886-0428
- Harlem Independent Living Center (HILC) (Manhattan)  
289 St. Nicholas Ave, #21 Lower Level, New York, NY 10027  
TEL: 212-222-7122 / Sorenson VP 646-755-3092 / Relay 866-326-5876 /  
FAX 212-222-7199 / [info@hilc.org](mailto:info@hilc.org)
- Staten Island Center for Independent Living (SIILC)  
470 Castleton Ave, Staten Island, NY 10301  
TEL 718-720-9016 / TTY 718-720-9870 / FAX 718-720-9664
- Long Island Center for Independent Living (LICIL) (Nassau Co)  
3601 Hempstead Turnpike, #208, Levittown, NY 11756  
TEL 516-796-0144 / TEL (Espanol) 516-796-6176 / TTY 516-796-0135 /  
FAX 516-796-0529 / [licil@aol.com](mailto:licil@aol.com)
- Self Initiated Living Options, Inc. (SILO) (Suffolk Co)  
2111 Lakeland Ave, Ronkonkoma, NY 11779  
TEL 631-880-7929 / TTY 631-654-8076 / FAX 631-946-6377 / [contact@siloinc.org](mailto:contact@siloinc.org)
- Westchester Independent Living Center (WILC) (Westchester/White Plains)  
200 Hamilton Ave, White Plains, NY 10601  
TEL 914-682-3926 / TTY 914-682-0926 / Sorenson Video Phone 866-933 5390 /  
FAX 914-682-8518
- Westchester Disabled on the Move, Inc. (WDOM) Westchester/Yonkers)  
984 No. Broadway, #L-10, Yonkers, NY 10701  
TEL 914-968-4717 V & TTY / FAX 914-968-6137

# *Alternative Resources*

*The following resources MAY help Consumers find new Personal Care Assistant (PCA) Candidates and manage the CDPAP.  
(Suggestions Welcome)*

## *Employment*

**Kingsborough Comm. College, Marisa Joseph**  
2001 Oriental Blvd, Brooklyn, NY 11235  
[marisa.joseph@kbcc.cuny.edu](mailto:marisa.joseph@kbcc.cuny.edu)  
718-368-5563

**NYC Technical College Placement Office**  
[pdc@citytech.cuny.edu](mailto:pdc@citytech.cuny.edu)  
(718) 260-5050

## *Advertising*

**Able Newspaper**  
Cost \$5 for each 5 word line (or part) – 30days  
Phone: 516-939-2253 [www.ablenews.com](http://www.ablenews.com)

**Classified Ads, Cost Free**  
<http://www.classifiedads.com/post.php>

**Craigslist, Cost \$45.00 (30 days)**  
<http://newyork.craigslist.org/>

[Barefootstudent.com](http://Barefootstudent.com) - \$75 per month  
Employment site for recruiting college grads and nearby students.

## *System Navigation*

**Homecare Planning Solutions**  
<http://www.hpsny.org/learning-center/home-care/enroll-in-cdpap/>  
718-215-0926  
Assistance with enrolling in a CDPAP, or questions about CDPAP  
Call to speak with a specialist. Never any charge for their help

**Independent Consumer Advocacy Network (ICAN)**  
ICAN helps people in New York's Managed Care Plans  
Call (844) 614-8800 TTY Relay Service: 711  
<https://icannys.org/>

**Evelyn Frank Legal Resources Program**  
Focus - Medicaid, Medicare, home care services, and public benefits issues affecting older adults & people with disabilities  
212.613.7310 Monday through Friday 9:00 am – 5:00 pm  
[EFLRP@nylag.org](mailto:EFLRP@nylag.org)

# **Find My FI**

<https://cdpaanys.org/findmyfi/>

CDPAANYS recommends doing thorough research before selecting a fiscal intermediary. Wages, benefits, and programs can vary between providers. Your Medicaid service coordinator or plan care manager should provide you with a list of all options.

The fiscal intermediaries listed on this site are current provider members of CDPAANYS. Our members have all been screened and interviewed before joining to ensure they operate according to the principles and philosophy of Consumer Direction.

Your FI should never ask for your workers to sign a non-compete agreement.

## **Questions to consider if changing your (FI) CDPAP Provider**

In addition to considering the items you already value such as personal recommendations, information contained in company advertisements, or other local factors; when considering a new CPAPA provider agency, you may wish to consider some of the following questions. Please note: the agency may choose not to answer any of your questions, but even that may help you to decide if the agency is a good fit for you and your circumstances.

- *Name of Agency*
- *Address*
- *Contact Person*
- *Contact Telephone*
- *Contact Email Address*
- *Website*
- *Counties Served*
- *Managed Care Providers*
- *Direct County or DSS Contracts*
- *Number of Years Providing Home Care Services*
- *Number of Years Providing Consumer Directed Personal Assistance Services*
- *Percent CDPAP Consumers verses total Home Care Consumers.*

- *Will your agency be required to participate in the Electronic Visit Verification Program?*
- *If I change between provider agencies will my service authorization change?*
- *What is included in the PCA's wage and benefit package?*
- *Does the agency provide a recruitment assistance resource to help me attract new PCA's?*
  
- *Positions occupied by Consumers:*
  1. *Service Recipients*
  2. *Client Advisory Members*
  3. *Board Members*
  4. *Employees*
  5. *Other*
- *If Consumers are on the Board of Director, what percent of the Board is controlled by Consumers?*
  
- *What are some of the reasons for becoming a CDPAP Provider Agency?*
  1. *Is the program the corporation's primary mission?*
  2. *Does the program help the corporation achieve its goal of consumer empowerment?*
  3. *Does the agency also serve offer traditional home care services?*
  4. *Did the corporation choose to become a provider because the CDPAP provided a more cost-effective service solution for consumers with more complex service needs?*
  5. *Did the corporation choose to become a provider because the CDPAP allow you to diversify your mix of services?*
  6. *Did the corporation choose to become a provider because the CDPAP business model offered an opportunity that could benefit both the corporation and the consumers?*
  7. *Other*
  
- *What are some of the Problems with the CDPAP (Besides inadequate reimbursement)?*
  1. *Does the model complicate the process of utilizing the corporation's proven systems of quality and fiscal control?*
  2. *Does the model facilitate and encourage Consumer fraud and abuse?*



3. *Does the model complicate the process of complying with and controlling new regulatory requirements, such as overtime, sleep-in, and joint employment?*
  4. *Is it difficult to maintain a clear line of separation between agency and consumer responsibilities?*
  5. *Does the consumer's problem of locating suitable PCA's, and managing the delivery of services create situations that are too difficult for some consumers?*
  6. *Is it administratively difficult to manage the problem of collecting all the required PCA documents without compromising consumer independence or program liability?*
  7. *Other*
- *Why Should a Consumer choose your Agency?*
  - *Other Comments about your Agency*