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Week Starting – January 26, 2018

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**Draft - CDPAP Agency Data Collection Form - Please Review**

**Would this information help Consumers make a reasoned choice when they need to change Agencies**

**Articles**

*Tue, Jan 30, 2018 at 7:00 AM*

Governor Cuomo proposes 2018-19 Budget - Bottom Line - It's bad for CDPA and those who use it

*Thu, Dec 14, 2017 at 4:48 AM*

CDPAANYS – 2018 Budget and Legislative Agenda

*Wed, Dec 6, 2017 at 12:04 PM*

Legislative Day

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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:

*To insure that the corporation remains focused on the empowerment of the people being served, as the service population grows, the corporation will expand the Board of Director Membership to insure that a majority of its seats are held by people with disabilities.*

On November 12, 2015 the United States Internal Revenue Service determined that Consumer Directed Services, Inc. is exempt from Federal Income Tax under Internal Revenue Code **Section 501 (c) (3)**.

*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 (**from January 12, 2011 to present**) 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.*

**Alex Haly () on Sunday, January 28, 2018 at 15:36:37**

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Neighborhood Name: Bushwick  
City, Town or Borough: Brooklyn  
Available Transportation: Tramway, Subway, Bus, Auto,  
Phone: 917-687-0383  
Best Time: Anytime  
E-mail: [alexhaly13@gmail.com](mailto:alexhaly13@gmail.com)  
Email Authorization: Yes  
Consumer Age: Between 21 and 30  
Consumer Gender: Male  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Young Adults, Paraplegia, Wheelchairs,  
Description of Languages: English & Spanish  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity,  
Hours: 6 hrs  
Days: 5  
Start Time: 10 am  
Pay Per Hour: \$12

**Charlie or Barbek () on Wednesday, January 24, 2018 at 17:27:07**

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Neighborhood Name: Bensonhurst  
City, Town or Borough: Brooklyn  
Available Transportation: Subway, Bus, Auto,  
Phone: 917 270 0941  
Best Time: 10am-7pm  
E-mail: [barbek77@gmail.com](mailto:barbek77@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,  
Preferred Candidate Gender: Female

Required Documentation: Social Security Number, Proof of Identity, Recommendations  
Hours: 10  
Days: 2  
Start Time: 8:30am

Comments: I need a PCA for Sat. and Sun. from 8:30 am to 7:00 pm. I need a person registered with a CDPAP agency. I live in Brooklyn NY. If all works out well there will be an additional bonus.

**Mr. T () on Sunday, January 21, 2018 at 20:45:13**

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Neighborhood Name: Brooklyn  
Available Transportation: Subway, Bus, Train,  
Phone: 347 669 3436  
E-mail: [connectlonlive@gmail.com](mailto:connectlonlive@gmail.com)  
Consumer Age: Between 31 and 50  
Consumer Gender: Male

Type of Candidates: Personal Care / Home Health  
Preferred Candidate Gender: Male  
Description of Schedule: to be discuss..

Comments: Personal care / home health any I can train you no experience: needed I need a person who is reliable, a person who truly understands the importance of their work, one who takes pride in a job. I live in a safe community with excellent transportation. I can train anyone. If you call please leave a message and I will call you back, good pay and benefits. I can also use some females.

**Anne () on Saturday, January 20, 2018 at 04:35:32**

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Neighborhood Name: Elmhurst, Queens  
Available Transportation: Subway, Bus, Train, Auto,  
Phone: 646.489.1828

Best Time: evening

Consumer Age: Between 31 and 50

Consumer Gender: Female

Payroll Method: Agency

Candidate Experience: Young Adults, Quadriplegia, Wheelchairs,

Preferred Candidate Gender: Female

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

Comments: Caregiver Needed

Seeking responsible, energetic woman to care for physically disabled young woman with specialized care needs. Must speak English. Must have working papers. 2-3 shifts available to start. Work is located in Elmhurst, Queens. It is through a legal, legitimate agency. No certificates necessary. Resume and references are preferred. Call and leave a message for Anne at 646.489.1828.

**Mandie () on Tuesday, January 16, 2018 at 10:29:32**

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Neighborhood Name: Throggs Neck

City, Town or Borough: Bronx

Available Transportation: Bus,

Phone: 917-923-2182

Best Time: After 4

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

Email Authorization: Yes

Consumer Age: Between 31 and 50

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Quadriplegia, Wheelchairs, Lifters,

Preferred Candidate Gender: Female

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

Days: 4 or 3

Pay Per Day: 145

**Tabitha Haly () on Tuesday, January 16, 2018 at 09:35:41**

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Neighborhood Name: Tribeca  
City, Town or Borough: New York  
Available Transportation: Subway, Bus, Train,  
Phone: 845-480-6882  
E-mail: [Tabi119@yahoo.com](mailto:Tabi119@yahoo.com)  
Email Authorization: Yes  
Consumer Age: Between 31 and 50  
Consumer Gender: Female  
Payroll Method: Agency  
Type of Candidates: Personal Care / Home Health  
Candidate Experience: Wheelchairs, Lifters,  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number,  
Hours: 12  
Pay Per Hour: \$14

**Lavern () on Wednesday, January 10, 2018 at 10:55:59**

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Neighborhood Name: Fordham  
City, Town or Borough: Bronx  
Available Transportation: Subway, Bus,  
E-mail: [bct19204@gmail.com](mailto:bct19204@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, Special Diets,  
Description of Special Diets: Low salt  
Preferred Candidate Gender: Female  
Required Documentation: Social Security Number, Proof of Identity,  
Hours: 6  
Days: 2-6  
Description of Schedule: Day time  
Pay Per Hour: 11.00  
Comments: Must register with home care agency

**Sharon () on Thursday, January 4, 2018 at 21:15:12**

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Neighborhood Name: Roosevelt Island

City, Town or Borough: NYC

Available Transportation: Subway (F), Bus (Q102), Tramway, and Ferry from Long Island City, Astoria and Manhattan.

Phone: 212-758-1274

Best Time: Tuesday, Thursday, Friday and Weekend

E-mail: [sstern1008@aol.com](mailto:sstern1008@aol.com)

Consumer Age: Between 51 and 70

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Quadriplegia, Ventilators, Wheelchairs,

Description of Languages: English

Preferred Candidate Gender: Female

Required Documentation: Social Security Number,

Description of Schedule: flex

Pay Per Hour: Determined by Agency

Comment: Although the salary and full benefit program is provided by Concepts of Independence. The Consumer paid salary bonus will depend upon the PCA's willingness to remain on the job and their ability to do their job effectively.

# ***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.*

**Note: 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*

**Danielle Artist () on Monday, January 29, 2018 at 12:31:22**

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Address: 5995 Shore Parkway Brooklyn, NY 11236

Phone: 718-781-3179

Best Time: 6pm

E-mail: [d.artist81@gmail.com](mailto:d.artist81@gmail.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: Children, Seniors, Paraplegia, Amputation, 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: Personal Care, Driver's License,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 8am

Days I Would Like to Work: Open

I am willing to work a 24 Hour Sleep-In schedule: Yes

Target Salary Per Hour: \$12

**Victoria Addo () on Sunday, January 28, 2018 at 17:10:51**

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Address: 3065 Grand Concourse, Bronx, New York, 10468

Phone: 347-309-2023

Best Time: Evening

E-mail: [toriaddo@yahoo.com](mailto:toriaddo@yahoo.com)

Email Authorization: Yes

Gender: Female

Type of Position: Domestic / Homemaking

Experience: Children, 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, Recommendations  
Certificate/License: Home Health Aid,  
Hours per Week: 30  
Preferred Start Time: 9am  
Days I Would Like to Work: M-F  
I am willing to work a 24 Hour Sleep-In schedule: No  
Target Salary Per Hour: 15.00

**Danielle Rossi () on Saturday, January 27, 2018 at 17:48:58**

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Address: 154 Brooms Street  
Phone: 917-723-3286  
Best Time: Any  
E-mail: [Daniellerossi38@gmail.com](mailto:Daniellerossi38@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  
Enrolled with a CDPAP: Yes  
CDPAP Agency Name(s): Concepts of Independence  
Experience: Young Adults, Paraplegia,  
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  
Hours per Week: 40+  
Days per Week: Open  
Preferred Start Time: 8am  
Days I Would Like to Work: Open  
I am willing to work a 24 Hour Sleep-In schedule: No  
Target Salary Per Hour: 12.00

**Zenobia Carter () on Monday, January 22, 2018 at 16:18:25**

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Phone: 347-748-2165  
E-mail: [Zenobia\\_carter@yahoo.com](mailto:Zenobia_carter@yahoo.com)  
Gender: Female  
Type of Position: Domestic / Homemaking

Worked with a CDPAP Consumer/Surrogate: No  
Enrolled with a CDPAP: No  
Experience: Children, Teens, Young Adults, Seniors, Amputation, Wheelchairs, Mental Impairments / Alzheimer's Disease, Special Diets,  
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,  
Hours per Week: 80  
Days per Week: 6  
Preferred Start Time: 7am  
Days I Would Like to Work: Mon-sat  
I am willing to work a 24 Hour Sleep-In schedule: Yes  
Target Salary Per Hour: 13-15  
Target Salary Per Day: 175

**Corgie Blair () on Saturday, January 13, 2018 at 22:44:25**

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Address: 28 Oak Crest Road  
Phone: 347 551 1720  
E-mail: [Buchanancorgie@yahoo.com](mailto:Buchanancorgie@yahoo.com)  
Email Authorization: Yes  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: Yes  
Years Employed with a Consumer/Surrogate: 2 years 7months  
Enrolled with a CDPAP: Yes  
Experience: Seniors, Ventilators, Wheelchairs, Lifters, 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: Home Health Aid,  
Hours per Week: 30  
Days per Week: 2 -  
Preferred Start Time: 8am  
Target Salary Per Hour: 18.00  
Comments: I am a certified Home Health Aide. I am currently working as a CDPAP Agency. I have been working in this field for several years. It started out when I was in high school I was

helping to take care of my Great grandmother who was blind. References can be furnished upon request.

**Victoria Mayo () on Thursday, January 11, 2018 at 19:00:02**

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Address: 660 Hegeman AVE  
Phone: 718 930 9720, 347 689 8807  
Best Time: anytime  
E-mail: [victoriaericamayo@yahoo.com](mailto:victoriaericamayo@yahoo.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): Concepts of Independence  
Experience: Children, Teens, Young Adults, 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: Driver's License,  
Hours per Week: 12  
Days per Week: 5  
Preferred Start Time: anytime  
Days I Would Like to Work: Monday-Friday  
I am willing to work a 24 Hour Sleep-In schedule: sometimes  
Target Salary Per Week: 12

**Patricia () on Thursday, January 4, 2018 at 16:32:43**

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Address: Saint James New York  
Phone: 917-257-7762  
E-mail: [blondangel65a@aol.com](mailto:blondangel65a@aol.com)  
Gender: Female  
Type of Position: Personal Care / Home Health  
Worked with a CDPAP Consumer/Surrogate: No  
Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Recco

Experience: 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, Recommendations

Certificate/License: Personal Care, Driver's License,

Hours per Week: 24

Days per Week: 2

Preferred Start Time: 10am

Days I Would Like to Work: Friday / Saturday

I am willing to work a 24 Hour Sleep-In schedule: no would have to start after 8pm

Target Salary Per Hour: 14

# *Articles Related to the CDPAP*

## **Governor Cuomo proposes 2018-19 Budget Bottom Line - It's bad for CDPA and those who use it**

*Tue, Jan 30, 2018 at 7:00 AM*

Governor Cuomo has released his budget and, while it is not Trumpian, it is potentially devastating for those New Yorkers who rely on Consumer Directed Personal Assistance (CDPA) and other services to help them live independently in the community. Much of what we have fought at the Federal level is not there - there are no work requirements for instance - however, a number of the Governor's proposals are more backdoor approaches to dismantling the CDPA and community-based services. In this way, while President Trump proposes Medicaid changes that are a wolf, Governor Cuomo's present more as the wolf in sheep's clothing.

**That said, a wolf is a wolf, regardless of what it's wearing - and we must do everything we can to stop it!**

**[It is more important than ever to make your voice heard by joining hundreds of friends and peers from across the state in Albany on Monday, February 12 for our annual Lobby Day.](#)**

**[Lobby Day](#)** is your opportunity to speak directly with your Senators and Assembly members and their staff about CDPA and the importance of independence and a life in the community. You can let them know directly about what cuts to the program will mean for you and the tens of thousands of New Yorkers who, like you, rely on this program.

And why is it important that you come to Lobby Day?

**The Governor's Budget increases the State's Institutional Bias, resulting in more people leaving CDPA and going into nursing homes.**

- **After 6 months in a nursing home, a consumer will be considered "permanently placed" and be removed from Managed Long Term Care (MLTC), making it almost impossible to escape the nursing home ever again.** Since nursing homes usually cost more than even the highest cost community-based care, MLTCs are incentivized today to keep

people in the community. This proposal reverses that. High hour cases for individuals with the highest needs will now cost the plan money, and the MLTC will know they can eliminate that cost by placing them in a nursing home. Once locked away in a nursing home, the individual will lose their housing, workers, and plan - all necessary items to get back into the community. Therefore, this scheme would make it harder, if not impossible, for seniors and people with disabilities to return to their homes with their loved ones and signals a return to the pre-Olmstead attitude of locking away people with disabilities.

- **Lower need individuals will be forced back into the counties.** The Department of Health moved to MLTC saying that care management for all was the future and would dramatically improve care. When they did this, counties fired their staff and stripped their infrastructure due to lack of need. Now, DOH wants the people who are cheaper than the rate they pay to MLTCs back in the counties - who do not have the staff to assess or serve them. This proposal will not just lead to a lack of services for those in the county system; it will destabilize the MLTC industry and lead to a crisis for those who are left in that system.
- **DOH wants to end your ability to change MLTC plans.** Consumers are currently in the driver's seat when it comes to choosing their plans. If you don't like your plan, you can switch. You can change plans every month if you want. This choice is an important check on the system, especially since there such so much interaction between consumers and plans. If the Governor has his way, individuals who are auto-enrolled will have 45 days to change plans, after which members would locked into their MLTC plan for 12 months at a time. DOH says this is necessary, because you are "shopping" for plans, and each time a consumer switches plans, hours increase by 10%. They ignore the fact that hours are based on an assessment and are not handed out freely. Increases in hours are likely justified and mean the plan someone was with did not adequately meet their needs. By the Department's own rationale, the choice to switch plans, offers is necessary to make sure plans do not short-change consumers critically needed hours.

### **Your Choice and Independence in CDPA is Under Attack**

- **DOH would require your workers to pass a criminal background check.** CDPA is based on the "Dignity of Risk." The first sentence of the law says it is was created to provide seniors and people with disabilities "greater flexibility and freedom of choice" in receiving their services. By providing consumers with the right to recruit and hire their own staff, the program assumes that the consumer, or their designated representative, will make decisions in their own best interest. It allows the consumer to fire that person if they find out they made a bad decision. Are their instances where a PA steals from their consumer? Yes. Home care workers, who already have background checks, also sometimes steal from their clients. Background checks will not solve this problem. What they do is prevent people from hiring individuals of their choosing, limiting the flexibility that the model is intended to create.

- **The Governor's budget requires your workers to be mandatory reporters for abuse.** The Governor's budget would require PAs to report to Child Protective Services or Adult Protective Services if they think you are being abused. As far as CDPAANYS is aware, this would be the only instance of a mandatory reporter being forced to report on whether or not their employer was being abused or neglected. In most circumstances, mandatory reporters report on those they provide services to, not their employer. In CDPA, this line is blurred; however, it would mean that consumers who are capable of self-directing their services would be deemed not capable of determining if they are in an abusive situation and would not be able to decide for themselves if they should remove themselves from that situation.

### **The Governor's budget seeks to cut CDPA by preventing people from finding out about it**

- The Governor's budget would prevent fiscal intermediaries from advertising CDPA. Home care agencies would also be limited in their advertising. This was the strategy President Trump used to try to kill the Affordable Care Act. Governor Cuomo railed against that action. Now he is using it himself. We cannot let others who need CDPA suffer and wind up in a nursing home because the state does not want them to learn about this program and pay for their services in the community. **In other words, the Governor is upset that people are finding out about a program that they qualify for and which will improve their life, so he is cutting advertising in the hopes they will stop finding out about it.** The Department of Health has said they are doing this because they think people are finding out about CDPA from advertisements and it is leading to an increase in Medicaid growth. . Of course, nursing homes are still allowed to advertise their services.

### **The budget does nothing to address stagnant wages and the workforce crisis**

- **Earmarks \$3 million for the DOH to provide for PA wage adjustments in Fee-For-Service in rural counties. Allocates \$262 million in wage increases for the same workers in developmental disabilities fields.** In a measure that CDPAANYS has been calling for years, the Governor is conducting a study on the state of the workforce in community-based long term care. Unfortunately, it is just for Fee-for-service in rural areas of the state. As our report, *The High Cost of Low Wages* and two Assembly hearings on the subject found, the workforce shortage is a crisis in every part of the state. Further, if deemed appropriate *after* conducting the study, he will provide \$3 million in funds to increase wages in these areas - well, \$3 million less the cost of the study, which he is making low wage workers, pay for. Comparatively, the Governor has guaranteed direct care workers for the developmental disability community a \$262 million cash infusion for wage increases for their direct support staff. To add insult to injury, nothing is done to fix the structural problems with reimbursement in fee-for-service or managed care, problems that are leading to the stagnant and shrinking wage base.



These provisions represent a very real and immediate threat to the future of CDPA. **You have the opportunity to help stop them before they start.** [Join us for Lobby Day](#) 2018 and share your story. [Travel and lunch scholarships are available.](#)

**Consumer Directed Personal Assistance Association of New York State**  
**119 Washington Ave Suite 3A**  
**Albany, NY 12210**  
**PH: 518-813-9537**  
**FAX: 518-813-9539**  
**www.cdpaanys.org**

## **CDPAANYS – 2018**

### **Budget and Legislative Agenda**

*Thu, Dec 14, 2017 at 4:48 AM*

Consumer Directed Personal Assistance (CDPA) is a growing and integral part of the community based long term supports and services system, different from traditional community-based long term services in that it gives primary control of the everyday operation of the service to the consumer instead of an agency. The consumer is responsible for recruiting, hiring, training, supervising, and if necessary, terminating his or her own workers. This level of control provides the consumer with a degree of independence to consumers and cost-effectiveness for the state that more traditional models cannot match.

CDPAANYS proposes the following agenda in order to protect, maintain and grow CDPA and protect the consumers who rely on the service.

**Reform Managed Care to Protect Equitable Reimbursement and Ensure Quality Care –** Since 2011 and the shift to managed care, average reimbursement to fiscal intermediaries (FIs) has fallen to an average of \$19.75 per hour. In the past year, major managed care organizations (MCOs) and managed long term care (MLTC) plans, have reduced reimbursements by \$1-3 per hour. This is in spite of dramatic increases in worker's compensation (over 75% increase in the last four years), unemployment insurance, taxes, and the general cost of doing business. These decreases were not even fully reversed when the State implemented "wage parity" in New York City, Long Island, and Westchester. Some plans, including the largest MLTC plans, did not reverse their cuts at all. These reductions are placing the future of the program in jeopardy, as they are forcing reductions in already low wages and are counteracting any investments made to offset the costs associated with changes to the Fair Labor Standards Act or the Minimum Wage.

- Managed care must be reformed to ensure that MCOs take into account adequate wages and other costs of doing business such as worker's compensation, unemployment insurance, and more. Within traditional home care, the state utilizes a QI-VAPP pool to incentivize plans to adequately reimburse providers. CDPA has access to QI-VAPP in statute; however, no funding exists for a similar incentive through this program. This basic step will ensure reimbursement is sufficient to drive wage increases, particularly in wage parity regions.
- The State must ensure reimbursements are sufficient to provide wages that attract a high quality workforce to meet the needs of this rapidly growing industry. PAs earn less than any other industry, including fast food, retail, and their peers in developmental disabilities. FIs strive to pay higher wages; however, falling reimbursements have in many instances forced wage cuts. To allow for higher quality care and better continuity of care, reimbursements must be increased through fixes to the direct care ceiling, alternative payment methodologies, and better oversight of managed care.
- The State must equalize reimbursement as required by Community First Choice and ensure that the rates are honored. The State was required to take this step two years ago yet has still failed to do so. This would equalize rates between CDPA (\$17.41/hr), personal care (\$20.21/hr) and community habilitation (average \$39.25/hr., multiple rates), as identified in the State Plan Amendment.
- The State must recognize its ultimate responsibility: equitably funding capitation rates for MCOs to ensure they can properly reimburse FIs. This includes the creation of a high-needs community rate cell to more appropriately mitigate risk and provide appropriate reimbursement. Such changes must be attached to more stringent oversight of reimbursement of downstream providers, including FIs.
- The State must address the workforce shortage. This must determine ways in which to capture the availability of home care aides and personal assistants in the community. It must also create a workgroup to determine an equitable wage level that will allow the industry to attract and retain a quality workforce, along with the reimbursement that is necessary to provide that wage.

**Community First Choice must be properly implemented and the funds redirected to community-based services** – The State has committed to the Community First Choice Option (CFCO), which enhances services available to consumers in the community and provides the state with an extra 6% in Federal matching funds. This extra funding, which amounted to over \$250 million in 2016-17, must by law be reinvested back in community based services; however, right now it is merely replacing funds that are being distributed elsewhere. The intent of this law must be followed. These funds exist outside the Medicaid Global Cap and must be used to supplement existing Medicaid funding for community-based programs.

**Increase the transparency of the Medicaid program to allow access to critical data important to monitoring use of the program** – CDDA is growing rapidly; however, it is unclear just how rapidly. The Department of Health must make information readily available as to the number of people using CDDA, the average number of hours they are using, and the plans with which they are affiliated. The information should then be broken down by plan. This information will help consumers as they shop for plans, informing them as to the plans that are most receptive to CDDA and self-direction. It will help policymakers and advocates as they seek to analyze current policies, examine compliance with *Olmstead* and the Department's progress implementing the Governor's *Olmstead* plan, and develop new program options and alternatives.

**Establish a budget authority model for self-direction** – Since its inception, CDDA has effectively saved the State money while providing quality of care and control for consumers. Budget authority, demonstrated effective within the Office for People with Developmental Disabilities and other states, represents the next step to complement CDDA and serve as another option to increase self-direction.

**Expand CDDA beyond Medicaid** – Currently, only those on Medicaid have access to CDDA. While those in the Enhanced In-home Services for the Elderly Program (EISEP) have access to a modified version of CDDA, the increasing number of middle-class seniors and individuals with disabilities are excluded from this program. Extending CDDA to other models or expanding access to public long-term care measures, would extend these individuals time off Medicaid, increase their independence and enhance their dignity while also lowering the costs associated with long-term care insurance and enhancing the stability of this model.

**Establish a Care Management Bill of Rights** – The State transferred individuals to managed long term care on the premise of “care management for all.” However, five years later, care management has no clear definition, and the implementation of this standard has been highly inconsistent. Some consumers do not have direct access to their care manager, while others report caseloads as high as 200 or 300 individuals per care manager. To meet the original goals of care management for all, the State must establish clear guidelines for care management and ensure consumers are informed of what they can expect.

**Extend the Medicaid Buy-In for Working People with Disabilities to retirees over 64** – The Medicaid Buy-In for Working People with Disabilities (MBI-WPD) was highly effective at helping people with disabilities enter the workforce. Now, as these individuals age and seek to retire, they realize that their efforts to create a savings through their time in the workforce only serves to penalize them. Their Medicaid benefits, which they heavily rely on, are dependent on them being in the workforce and under 65. This is discriminatory and against society's goal of encouraging saving for retirement and should be fixed.

**Enact meaningful campaign finance reform** – Increasingly, the voice of seniors and people with disabilities is lost in a political environment dominated by those who donate tens, or hundreds, of thousands of dollars to campaign and “housekeeping” accounts. The only way to restore faith in the government and the voice of those who have been disenfranchised is to remove this money from the system.

*CDPAANYS is the only organization whose sole mission is to represent the interests of Consumer Directed Personal Assistance and represents fiscal intermediaries, consumers and their personal assistants. For more information, visit us online at <http://www.cdpaanys.org>, or call at 518-813-9537.*

<http://cdpaanys.org/wp/wp-content/uploads/2017/12/2018-Legislative-Agenda.pdf>

Consumer Directed Personal Assistance Association of New York State  
119 Washington Avenue Suite 3A, Albany, NY 12210  
Phone: 518-813-9537

## **Legislative Day**

*Wed, Dec 6, 2017 at 12:04 PM*

On Monday, February 12, 2018, join CDPAANYS and the New York State Association on Independent Living (NYAIL) in Albany for Legislative Day!

New York State is facing a \$4 BILLION budget deficit this year. There is talk of drastic cuts being made to CDPA and other important services. Your participation in this fight is more important than ever!

Legislative Day is your chance to meet with your elected officials in the Assembly and Senate and tell them what they need to do to save Consumer Directed Personal Assistance and their constituents' right to live freely in the community.

CDPAANYS will be distributing our official 2018 Legislative Agenda and other materials in the near future. Scholarships will be available to eligible applicants to help pay for travel.

We hope to see you on February 12. Please save the date!

Legislative Day will be held in "The Well" of the Legislative Office Building in the Empire State Plaza. Registration will begin at 10:00 AM, with speakers and a rally at 11:00 and meetings after.

Consumer Directed Personal Assistance Association of New York State

119 Washington Ave Suite 3A  
Albany, NY 12210  
PH: 518-813-9537  
FAX: 518-813-9539  
www.cdpaanys.org

## **DIA meeting dates for 2017**

General Membership Meetings are held monthly.

We meet at **Selis Manor**, 1st Floor Auditorium  
135 West 23rd Street (between 6th and 7th Avenues)  
New York City  
1:30 PM to 4:00 PM

### ***Sunday, February 18, 2018***

*Sunday, March 18, 2018*

*Sunday, April 15, 2018*

*Sunday, May 27, 2018*

*Sunday, June 10, 2018*

*Sunday, July 15, 2018*

*Sunday, August 19, 2018*

*Sunday, October 21, 2018*

*Sunday, November 18, 2018*

All DIA meetings are open to the public and are wheelchair accessible. We require that all attendees refrain from smoking, wearing any fragrance or carrying devices that beeps (turn off electronic devices or put them on vibrate), as these are all harmful to some of our members and guests. Please support our scent-free environment by abstaining from perfume and cologne! In the event of bad weather, visit [www.disabledinaction.org](http://www.disabledinaction.org) or by calling the DIA answering machine at 718-261-3737, 30 minutes after sundown on Saturday

### **Don't miss a single issue of Able Newspaper**

the newspaper for, by and about the disabled,

Get a Free Subscription by visiting [www.ablenews.com](http://www.ablenews.com).

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Able Newspaper is an established, widely read publication in the disabled community. Able is read by a specific population that includes People with Disabilities; Families and Friends of People with Disabilities; Involved Professionals; Volunteers and other interested parties. For information about our website or print editions call 516-939-2253

## *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)

**Backpage - Basic Cost - Free (7 days)**  
Available Updates - Auto Repost + Sponsor Ad  
(cost determined by number of weeks)  
<http://newyork.backpage.com/MedicalHealthJobs/>

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

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

## *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  
<http://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)

# *Draft - CDPAP Agency Data Collection Form*

- *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.*
  
- *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 portion of the Board is controlled by Consumers?*
  
- *Reason for becoming a CDPAP:*
  1. *The program is our primary mission.*
  2. *This program helps us to achieve the corporate goal of consumer empowerment.*
  3. *Consumers served by our traditional home care program requested this service.*
  4. *The program provided a more cost effective service solution for consumers with more complex service needs.*
  5. *This program allows us to diversify our mix of services.*
  6. *This business model offered a lucrative opportunity that could benefit both the corporation and the consumers.*



## *7. Other*

- *Problems with the CDPAP (Besides inadequate reimbursement):*

- 1. The model complicates the process of utilizing the corporation's proven systems of quality and fiscal control.*
- 2. The model facilitates and encourages Consumer fraud and abuse.*
- 3. The model complicates the process of complying with and controlling new regulatory requirements, such as overtime, sleep-in, and joint employment.*
- 4. It is difficult to maintain a clear line of separation between agency and consumer responsibilities.*
- 5. The consumer's problem of locating suitable PCA's, and managing the delivery of services may make the program too difficult for some consumers.*
- 6. It is administratively difficult to manage the problem of collecting all of 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*