



540 Main Street, B1314
Roosevelt Island, NY 10044
718.233-3312
Fax: 718.233.3312
www.consumerdirectedservices.com

October 31, 2014

On September 16th 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.

To assist Consumers with the problem of finding new Personal Care Assistants, [Consumer Directed Services](http://www.consumerdirectedservices.com) created a FREE Employment Information Bridge between Consumers and PCA Candidates.

- [Consumers / Advocates](#)

- To receive a copy of the weekly Newsletter, a Consumer or Advocate need only send me an email to elitcher@consumerdirectedservices.com and include your name and the text **Newsletter Request**.
- To search for a New Personal Assistant go to the [Consumer Directed Services](#) website and complete the form at the following link [Consumer / Advocate - Search for a PCA Candidate](#). When your information is received it will be distributed to all of the PCA Candidates enrolled in the database and a variety of other Employment Resources.

- [Personal Care Assistant \(PCA\) Candidates](#)

To include your information in the Newsletter and Database, go to the [Consumer Directed Services](#) website and complete the form at the following link: [Look for a PCA Job \(FREE\) - New York City Metro](#).

Previously distributed Newsletters (**from January 12, 2011 to present**) have been archived on the [Consumer Directed Services](#) home page.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.

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

Alexandra McArthur () on Friday, October 24, 2014 at 10:24:41

Neighborhood Name: East Village/Alphabet City

City, Town or Borough: Manhattan, NY

Available Transportation: Subway,, Bus,, Train,, Auto,

E-mail: acmcarthur@gmail.com

Email Authorization: Yes

Consumer Age: Between 21 and 30

Consumer Gender: Female

Payroll Method: Self Pay

Type of Candidates: Personal Care / Home Health

Candidate Experience: Young Adults,, Wheelchairs,

Preferred Candidate Gender: Female

Required Documentation: Recommendations

Hours: 2

Days: 4

Start Time: 9:00pm

Description of Schedule: Assisting with shower, dressing and getting in to bed

Pay Per Hour: 15

Pay Per Day: 30

Comments: I am a young woman who uses a motorized wheelchair and requires assistance, including a full-lift into the shower. I am positive and flexible and am

looking for a kind and reliable personal care attendant. I look forward to hearing from you!

Michael Ciravolo () on Thursday, October 23, 2014 at 13:39:36

Neighborhood Name: Broadway Knolls

City, Town or Borough: Holbrook Long Island

Available Transportation: Auto,

Phone: 631-393-2685

Best Time: after 5 pm

Consumer Age: Between 31 and 50

Consumer Gender: Male

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Young Adults,, Quadriplegia,, Wheelchairs,, Lifters,, Other Equipment,, Languages

Description of Languages: English

Preferred Candidate Gender: Female

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

Description of Schedule: I receive 80 service a week. 40 have already been filled. Wed night from 6-11pm is a MUST.

Pay Per Hour: 13.12

Comments: I am a high functioning active C5-6 quadriplegic. I have a colostomy, a suprapubic catheter and an electric ceiling lift for transfers. Experience preferred but not necessary, will train right person. I am seeking a female aide who speaks fluent English, loves dogs and treats this like a Real Job. I need to have my colostomy changed when necessary, my catheter irrigated when necessary, light housekeeping to include my bedroom, my bathroom and my laundry, my medical supplies inventoried and restocked as necessary, and my back, legs and feet massaged and stretched when I am in bed. I receive 80 service hours per week and 40 hours have already been filled. Wednesday night from 6pm - 11pm is a MUST.

The rest of the schedule can be negotiated, however I am primarily looking for evening hours. I am registered on the CDPAP program through South Shore Home Health in Oakdale NY. I am flexible and reasonable when it comes to holidays;

however once you commit to a schedule and I have accommodated you, PLEASE
KEEP IT DON'T Change it Every Week!!

Shawn Linkh () on Sunday, October 19, 2014 at 20:01:44

Neighborhood Name: Western Suffolk
City, Town or Borough: Huntington
Available Transportation: Train,, Other Transportation,
Description of Other Transportation: LIRR - Transportation To and From
E-mail: cc287@aol.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,, Languages
Description of Languages: English
Preferred Candidate Gender: Female
Required Documentation: Social Security Number,, Proof of Identity,,
Recommendations
Hours: 13
Days: 4
Start Time: 7:30am
Description of Schedule: P/T Live In /Mon am - Fri am/ Every other Week
Pay Per Hour: 13,10 hr

Comments: Seeking a Mature Female. A Reliable Caregiver, with the ability to work in harmony with the Family and other Caregivers, follow a schedule/diet and add a personal touch. This is a Long Term Assignment. Paid working holidays and yearly raises. Work hours adjustable, as working relationship develops.

Ms. Stern () on Wednesday, October 15, 2014 at 15:11:20

Neighborhood Name: Roosevelt Island
City, Town or Borough: Manhattan

Nearest - Bus Stop, Subway Station and Line or Train Station: Subway - F
(Roosevelt Island Station)

Phone: 212-758-1274

Best Time: 4pm - 8pm

Email: sstern1008@aol.com

Email Authorization: Yes

Consumer Age: Between 51 and 70

Consumer Gender: Female

Payroll Method: Agency

Type of Candidates: Personal Care / Home Health

Candidate Experience: Ventilators,, Wheelchairs,, Lifters,, Languages

Description of Languages: English

Preferred Candidate Gender: Female

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

Hours: 12

Days: 5

Start Time: 8 am/pm

Description of Schedule: Two 12hr shifts per day,

Pay Per Hour: 10

Comments: Consumer is searching for PCAs to work 4 or 5 days per week during the day or night shift. The final schedule will be developed as the Consumer and PCA develop a working relationship.

PCA Candidates

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.

Dear Personal Care Assistant Candidate,

*I would like to thank you for your participation in Consumer Directed Services. If you submitted your **more than one year ago**, please complete and submit a new [Personal Assistant Enrollment Form](#). When the updated information is received,*

your new profile will be added to the next newsletter. Again thank you for your participation.

Dorothy Adobe () on Thursday, October 30, 2014 at 17:09:31

Address: 1052 East 232nd Street Apt. 6 Bronx NY 10466

Phone: 3479633414

Best Time: Anytime

E-mail: addodott@yahoo.com

Email Authorization: Yes

Gender: Female

Type of Position: Personal Care / Home Health

Experience: Teens,, Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Ventilators,, Wheelchairs,, Lifters,, Other Equipment,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Special Diets,, Languages

Description of Languages: English

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

Certificate/License: Home Health Aid,, Driver's License,

Hours per Week: 40+

Days per Week: 7

Preferred Start Time: ASAP

Target Salary Per Hour: open

Target Salary Per Day: open

Target Salary Per Week: open

Maybelline Serphy () on Tuesday, October 28, 2014 at 09:54:57

E-mail: maybelline.serphy@gmail.com

Email Authorization: Yes

Gender: Female

Type of Position: Other Type of Position

Description of Other Type of Position: Licensed Practical Nurse

Worked with a CDPAP Consumer/Surrogate: No

Consumer/Surrogate References Available: No

Enrolled with a CDPAP: No

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

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: LPN or PN,, Driver's License,

Hours per Week: Any

Days per Week: 5

Preferred Start Time: 9AM

Days I Would Like to Work: Mon-Fri

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

Target Salary Per Hour: 25

Comments: Over 8 years experience as a Licensed Practical Nurse. Flexible schedule and reliable transportation.

Kim Taylor () on Monday, October 27, 2014 at 20:18:56

Address: 6405 Alderton St Rego Park NY

Phone: (347) 531-6367

Best Time: any

E-mail: lifeisabeach1128@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: 4

Enrolled with a CDPAP: Yes

CDPAP Agency Name(s): Chinese American Planning Council

Experience: Children,, Wheelchairs,, Other Equipment,, Visual / Auditory Impairments,, Special Diets,

Description of Special Diets: ketogenic

Description of Other: g-tubes

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Driver's License,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: early

Days I Would Like to Work: m-f

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

Target Salary Per Hour: 15

Comments: I have over 7 years experience working with children with cerebral palsy.

Yvelande Enelus () on Sunday, October 26, 2014 at 08:08:08

Address: 1198 East 96th Street

Phone: 347-500-8320

E-mail: eyvelande@yahoo.com

Gender: Female

Type of Position: Personal Care / Home Health
Worked with a CDPAP Consumer/Surrogate: No
Enrolled with a CDPAP: No
Experience: Seniors,
Documentation Available: Social Security Number,
Certificate/License: Home Health Aid,
Preferred Start Time: 11/10/14

Melissa. Antoine () on Saturday, October 25, 2014 at 14:20:05

Phone: 7185765876
Best Time: Anytime
E-mail: gist.dominique77@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,, Teens,, Young Adults,, Seniors,, Paraplegia,, Ventilators,, Wheelchairs,,
Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,
Description of Languages: English
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Home Health Aid,, LPN or PN,, Driver's License,
Hours per Week: 50
Days per Week: 5
Days I Would Like to Work: Monday-Friday and every other weekend
I am willing to work a 24 Hour Sleep-In schedule: no
Target Salary Per Hour: 11
Comments: Certified PCA and certified PN (practical nursing). I have home, clinical and
hospital experience. If interested please email me. Gist.dominique77@gmail.com thanks!

Ruth Soriano () on Saturday, October 25, 2014 at 13:13:26

Address: 66-31 Clinton Avenue, Maspeth, Queens, New York 11378
Phone: 1-347-447-0740
E-mail: ruthsoriano0418@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: 1 year

Enrolled with a CDPAP: No

Experience: Seniors,

Description of Special Diets: low salt diet

Description of Languages: English, Tagalog

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

Certificate/License: Home Health Aid,

Hours per Week: 40

Days per Week: 3

Preferred Start Time: 9 AM

Days I Would Like to Work: Monday-Tuesday-Wednesday

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

Norha Mejia () on Thursday, October 23, 2014 at 00:22:05

Address: 93 Fulton St. Brentwood NY 11717

Phone: 6313834966

Best Time: Am

E-mail: Newworld14@hotmail.com

Email Authorization: Yes

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Consumer/Surrogate References Available: No

Enrolled with a CDPAP: No

Experience: Children,, Seniors,, Quadriplegia,, Wheelchairs,, Mental Impairments / Alzheimer's Disease,, Special Diets,, Languages

Description of Special Diets: Low salt, kosher

Description of Languages: Spanish, English

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, Home Health Aid,, Driver's License,

Hours per Week: 40

Days per Week: 3

Preferred Start Time: 7am

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

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

Target Salary Per Hour: 15.00

Target Salary Per Day: 360.00

Target Salary Per Week: 900.00

Comments: I am patience, caring, & compassionate HHA , with a lot if TLC to give to those

who need it the most. Focused on patient's care. Trustworthy Caregiver experienced in home and Hospital settings.

Floyd M Snively () on Wednesday, October 22, 2014 at 13:35:47

Phone: 347-849-9808

Best Time: 9 - 5

E-mail: msdisciple@hotmail.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: Young Adults,, Seniors,, Quadriplegia,, Amputation,, Wheelchairs,, Lifters,, Mental Impairments / Alzheimer's Disease,, Visual / Auditory Impairments,, Languages

Description of Languages: English, Spanish

Documentation Available: Proof of Identity,, Recommendations

Certificate/License: Home Health Aid,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: 9 am

Days I Would Like to Work: M-F

I am willing to work a 24 Hour Sleep-In schedule: (for consideration)

Target Salary Per Hour: 12-15

Comments: Providing compassionate care with the highest integrity for client needs, combined with extensive on the job experience and respect for particular cultural/familial sensitivities.

George San Roman () on Tuesday, October 21, 2014 at 10:58:33

E-mail: gsggeo@aol.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: Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,, Ventilators,, Wheelchairs,, Lifters,, Other Equipment,, Visual / Auditory Impairments,

Documentation Available: Social Security Number,

Certificate/License: LPN or PN,

Hours per Week: 20

Days I Would Like to Work: Monday, Tuesday, Wednesday

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

Target Salary Per Hour: 18+

Target Salary Per Day: 200

Comments: I have 25 years of Nursing experience in all phases of care.

Worked in hospitals, LTC, in the home, and more.

DOMINIC EWUSI () on Monday, October 20, 2014 at 22:31:59

Address: 36 NAPOLI DRIVE. WHEATLEY HEIGHTS. NEW YORK.11798

Phone: 5167070294

Best Time: ANY TIME

E-mail: ewusidominic@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: Young Adults,, Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Wheelchairs,,
Mental Impairments / Alzheimer's Disease,

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, Home Health Aid,, Driver's License,

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

Target Salary Per Hour: 13.00

Comments:

Professional Summary

H.H.A with current New York Department of Health Certificate. Four years experience with physically disable client. Monitored vital signs, assisted with feeding, bathing/grooming, positioning and range of motion exercises .Looking for a long term care position.

Licenses

New York Department of Health Certificate

New York State driver's license.

Skill Highlights - Understands mobility assistance needs, Trained in grooming and bathing assistance, General house keeping ability.

Elma Brereton () on Monday, October 20, 2014 at 19:50:48

Address: 647 Albany Ave. apt. 4k Brooklyn N.Y.11203

Phone: 1347-586-2905

Best Time: 8 am-10pm

E-mail: doribryan51@yahoo.com

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: 4 years
Enrolled with a CDPAP: Yes
CDPAP Agency Name(s): concept of independence
Experience: Seniors,, Quadriplegia,, Wheelchairs,, Lifters,
Description of Languages: English
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Home Health Aid,
Hours per Week: 70
Days per Week: 4-7
Preferred Start Time: 8-8
I am willing to work a 24 Hour Sleep-In schedule: yes
Target Salary Per Hour: 10 up

Candace Alexis Zdebski () on Monday, October 20, 2014 at 16:33:56

Address: 2485 Loft ave Baldwin NY 11510
Phone: 5169748552
Best Time: Afternoon
E-mail: candace.zdebski@yahoo.com
Email Authorization: Yes
Gender: Female
Type of Position: Other Type of Position
Description of Other Type of Position: childcare
Worked with a CDPAP Consumer/Surrogate: No
Enrolled with a CDPAP: No
Experience: Children,, Seniors,, Wheelchairs,, Lifters,, Other Equipment,, Languages
Description of Languages: English
Description of Other: certified direct care worker
Documentation Available: Social Security Number,, Proof of Identity,, Recommendations
Certificate/License: Driver's License,
Description of Other Certificate/License: Certified direct care worker
Hours per Week: 40
Days per Week: 5
Preferred Start Time: 9 am
Days I Would Like to Work: Monday-Friday
I am willing to work a 24 Hour Sleep-In schedule: No
Target Salary Per Hour: 13
Comments: : Finger printed

: Willing to learn
: hard working
: reliable
: Honest and trustworthy

(kimeshabrown91@gmail.com) on Thursday, October 16, 2014 at 17:33:24

Personal Assistant Candidate: Kimesha Brown

Address1: 855 east 223 street

Address2: apt 2

Gender: Female

Type of Position: Personal Care / Home Health

Worked with a CDPAP Consumer/Surrogate: Yes

Experience: Seniors,, Paraplegia,, Quadriplegia,, Hemiplegia,, Amputation,, Wheelchairs,,
Mental Impairments / Alzheimer's Disease,, Special Diets,, Languages

Description of Special Diets: puree, thickened liquids

Description of Languages: English

Documentation Available: Social Security Number,, Proof of Identity,

Certificate/License: Personal Care,, Home Health Aid,

Hours per Week: 40

Days per Week: 5

Preferred Start Time: any

Days I Would Like to Work: any days

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

Target Salary Per Hour: 12

Target Salary Per Day: 100

Target Salary Per Week: 600

Comments: I was trained at Stone Academy. I am a super professional, courteous, and compassionate PCA that has the patience, skill, and empathy to take care of your personal needs.

Articles Related to the CDPAP

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.

Just click the **FREE ONLINE EDITIONS** button at the top left of the homepage.

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

DISABLED IN ACTION of Metropolitan New York MEETING

Sunday, NOVEMBER 2, 2014 - 1:30-4:00 PM

at Selis Manor, 1st Floor Auditorium

135 West 23rd Street (bet. 6th and 7th Ave)

TOPIC: DIA President Anthony Trocchia: The Basics of Activism, PART 2

Please bring folder (for handouts), notebook with pen

DIA BOARD MEETING starts at 12 noon; general meeting starts at 1:30-4:00 pm! In the event of bad weather, visit www.disabledinaction.org

or by calling the DIA answering machine at 718-261-3737.

Call 30 minutes after sundown on Saturday.

Come and join DIA, a civil rights organization committed to ending discrimination against people with disabilities — all disabilities and fighting to eliminate the barriers that prevent us from enjoying full equality in American society.

We believe in the motto, "Nothing about us without us!"

Everyone is welcome.

Refreshments will be served.

Please consider joining DIA or renewing your membership for 2014.

Dues are \$10-\$25 based on what you can afford.

Make check or money order payable to DIA; write 2014 dues in the memo area.

Be sure to write your full name and complete mailing address on a sheet of paper and enclose with your check or money order,

or you can print out the form at the web site

(found at the bottom left of the home page).

DIA is Disabled In Action of Metropolitan New York web site www.disabledinaction.org

If you're on Twitter, please follow these accounts:

Disabled In Action

http://www.twitter.com/DIA_NewYork

One-year membership spans the calendar year, January-December.

Mail payment to:

DIA

P.O. Box 30954 New York, NY 10011

-Or-

Todd Kreisler 250 E 60 Street, apt 2C, NY, NY 10022

For information, sign language interpreter or assistive listening device

call: TEL/FAX 718-261-3737 - www.disabledinaction.org

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 anything that beeps, as these are all harmful to some of our members and guests. An assistive listening device is available at meetings. A sign language interpreter is available upon request.

Please support our scent-free environment by abstaining from perfume and cologne!

DIA meeting dates for 2014:

Sunday, December 7, 2014

(Holiday Party)

CDPAANYS Report: The High Cost of Overtime – with Solutions

CDPAANYS issued a new report, “The High Cost of Overtime,” on October 22, 2014, as well as a survey of key findings from CDPAANYS fiscal intermediaries.

Executive Summary

On January 1, 2015, changes to the Fair Labor Standards Act (FLSA) will mean that long-term supports and services, traditionally exempt from overtime requirements, are captured by the rule. This change will have a dramatic impact on consumers and providers in New York; however, the program hit hardest will likely be Consumer Directed Personal Assistance (CDPA).

Because consumers using CDPA recruit, hire, train, supervise and terminate their own workers, called personal assistants (PAs), the consumer has historically been viewed as the employer in this program. However, the test used by DOL, which has been set by the Courts and is commonly referred to as the “economic realities test” changes this by making the fiscal intermediary (FI), the organization that coordinates the worker’s insurance, liability, worker’s compensation and other services on behalf of the consumer, a “joint employer.”

Without changes to the funding stream and Medicaid program, these alterations to the FLSA are likely to cause serious harm to the system, dramatically impacting continuity of care for consumers, as well as their ability to obtain new PAs. A recent survey of the membership of CDPAANYS, which represents approximately two-thirds of the consumers using CDPA, found

that 11 of its 17 member FIs currently allow overtime, and only one does not provide exceptions. However, under the new rules, FIs will, on average, have all but \$.11 of reimbursement for each overtime hour worked by a PA committed to salary. One respondent will lose \$1.10 before any expenses other than salary are paid. With approximately 579,000 hours of overtime worked in quarter 2 of 2014, this will amount to a significant shortfall in revenue necessary to meet ongoing operating expenses related to direct care.

It is estimated that addressing this problem will cost approximately \$20 million, \$10 million of which would come from state funds. Further, once a pending state plan amendment for a new service authorized by the Affordable Care Act (ACA) is approved, the state's cost would be reduced to \$8.8 million. This could be lowered because FIs are working with consumers to reduce overtime costs. However, it is clear that the low rate of pay, even compared with other jobs in the industry, as well as the quantity of PAs some consumers have to obtain, will prevent significant movement by January 1. Therefore, without adequate funding being made available, the new rules will cause a crisis in continuity of care.

CDPAANYS proposes the following three part solution to address this issue:

1. Utilize Commissioner's Emergency Pool, or Vital Access Provider Program – Last year's budget authorized the use money from this fund to FIs as they deal with the ramifications of the FLSA. The Legislature included this language to prevent a crisis in the event the FLSA rules were implemented in a way that would negatively impact consumers in CDPA. It is incumbent on the Department of Health to use the authority.
2. Create new billing codes and rates for overtime and travel – In a July 3, 2014 memorandum, the Center for Medicare and Medicaid Services (CMS) authorized states to create billing codes explicitly for overtime and travel costs. This was meant to help states deal with these costs within the confines of consumer directed programs. While it will take time to develop and implement the new rates, the State must begin now.
3. Develop a cash and counseling program – Cash and counseling is a different version of consumer direction than what New York has. If this service were developed and implemented to complement CDPA, consumers would be granted budget authority and would be responsible for overtime costs out of that budget, if they chose to incur them. Travel coverage would disappear. While there would be significant questions related to development and implementation, the State should explore this option.

[The High Cost of Overtime with Solutions](http://cdpaanys.org/cdpaanys-report-the-high-cost-of-overtime-with-solutions/)

<http://cdpaanys.org/cdpaanys-report-the-high-cost-of-overtime-with-solutions/>

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
- 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 (Español) 516-796-6176 / TTY 516-796-0135 / FAX 516-796-0529 licil@aol.com
- Self Initiated Living Options, Inc. (SILO) (Suffolk Co)
2111 Lakeland Ave, Ronkonkoma, NY 11779
TEL (31-880-7929 / TTY 631-654-8076 / FAX 631-946-6377
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

PCA Employment Agencies

If your Personal Care Assistant (PCA) Employment Service assists Self-Pay and CDPAP Consumers in the NYC Metro Area, you can have your agency information added to the following list by completing the [Employment Service Enrollment Form](#).

All American Home Care Agency, Albert Isakov, CEO
1113 Avenue J, Brooklyn, NY 11230
aisakov@allamericanny.com
Phone: 718-717-8800

Bronxwork Inc, Kedon Wilson
391 E 149th St, Bronx, NY 10455
kwilson@bronxworks.org
(718) 993-8880 ext. 237

Center For Family Life Employment, Maria Ferreira
443 39th St, Brooklyn, New York 11232
mferreira@cflsp.org
718-633-4823

El Barrio's Operation Fight, Gustavo Rosado
413 E 120th St # 403 New York, NY 10035-3602
ebobf413@aol.com
212-410-7900

Fifth Avenue Committee, Aaron Shiffman
621 DeGraw Street, Brooklyn, New York 11217
ashiffman@fifthave.org
718-237-2017

Goldenhearts Elderly Care Services, Geanette Browder
244 5th Avenue, suite G256 New York, NY 10001
contact@GoldenElderlyCare.org
Phone: (866) 531-4620

Kingsborough Comm. College, Marisa Joseph
2001 Oriental Blvd, Brooklyn, NY 11235
marisa.joseph@kbcc.cuny.edu
718-368-5563

Konedu Home Care, LLC, Carie Jones Smith
140 Captain Thomas Blvd West Haven, CT 06516
helpingfamilies@koneduhomecare.com
Phone: 800 418-3299

Mercy Center, Mary Ellen Gianino
377 East 145th Street, Bronx NY 10454-1006
meg@mercycenterbronx.org
(718) 993-2789

Reliable Homecare Solutions LLC
Contact: Reshmi Maharaj, Director
104-28 117 St, 2E, Richmond Hill New York 11419
917 378 5769
caresolutions09100@gmail.com

New York City College of Technology
NYC Technical College Placement Office
300 Jay St, Brooklyn, NY 11201
employmentsvc@citytech.cuny.edu
(718) 260-5050

Northern Manhattan Improvement Corp
Evan Hess
76 Wadsworth Ave, New York, NY 10033
evanhess@nmic.org
212-822-8300

Our Planet Management Institute, Lisa Ying
116 John Street, #200, New York, NY 10038
lisa@opmi.org, 212-269-4000

YWCA of NYC, Anne Alfred
50 Broadway, New York, NY 10004
aalfred@ywcanyc.org
718-723-6170

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