SB 1548: Agency with Choice

Background

Currently, there are two defined service options for in-home services for people with intellectual and developmental disabilities (I/DD) in Oregon.

Option 1: Individual or their representative hires, directs, and manages a Personal Support Worker. The individual or representative acts as the formal "employer of record." The PSW is:

- Represented by SEIU.
- Paid at a wage bargained with the union.
- Enrolled and trained through the Oregon Home Care Commission

Option 2: Individual selects a Provider Agency that:

- Employs, hires and manages Direct Support Professionals (DSPs)
- Trains DSPs based on ODDS and state requirements.
- Is funded by ODDS for services based on rate models.
- Determines the DSP wages and benefits.
- Works with the individual to ensure DSPs are available on the days and times identified in the person's support plan.
- Can operate a variety of business models.

Proposed: Third Option

Option 3 (Proposed): Agency with Choice
This is a service delivery option in which individuals with I/DD or their designee can select and direct their worker without being the formal employer of record.

The individual supported recruits and selects the worker they want, provides training on their specific needs and preferences, and directs day-to-day tasks. The Agency with Choice employs the worker and provides administrative and employer-related support. The Agency with Choice:

- Ensures the worker meets minimum qualifications and completes criminal background check.
- Provides required basic training to the worker.
- Handles the employment-related paperwork.
- Responsible for finances, payroll, billing and reports.
- The Agency with Choice completes the hiring process.

Next Steps

SB 1548 would allow the Office of Developmental Disabilities Services (ODDS) to define and develop this third option, Agency with Choice. This will also help ODDS to strengthen traditional options to improve quality and outcomes for the person served and support the direct workforce.

Oregon Department
of Human Services