

	Agency CDAC	CDAC under CCO
Type of Worker	W2 employee	W2 employee – Member is the employer of record
Process	Agency completes background check and employee onboarding training.	Veridian processes background checks on behalf of the member, member/Budget authority trains their staff.
Tax Withholding	Agency withholds taxes for employee out of each paycheck and paid to IRS in employee name (just like other W2 jobs)	Employee taxes are withheld, paid and reported in accordance with the enrollment documents submitted by the employee, employer taxes are withheld, paid and reported on the member's behalf through their CCO budget.
Tax Rate & Payments	Agency pays half of Social Security Tax and Medicare rate, and employee pays the other half	Veridian processes payment for half of Social Security Tax and Medicare rate and employee pays the other half Veridian withholds, pays and reports the employer's portion of applicable taxes from the member's budget and the employee portion is withheld from the employee's paycheck and paid and reported accordingly.
EVV *FFS Members excluded from EVV at this time	EVV is required however Agency may use third party system. Agency can offer employee support with EVV.	EVV is required using CareBridge and CareBridge can offer support with EVV.

Billing	Agency bills for employee after collecting time and service documentation .	EVV hours are sent to Veridian to be processed for payment.
Pay Days	Pay days vary by agency, many are twice a month.	Payments are issued in accordance with the pay schedule. https://www.veridianfiscalsolutions.org/ccco/forms.aspx
Denials and Billing Issues	Agency is responsible for paying you even if claims get denied. Agency works to resolve billing issues	Member can work with their case manager, Veridian and ISB to resolve payment issues. Billing issues are worked out between the MCO/HHS and Veridian.
Compliance & Oversight	Agency is responsible for routine auditing and liable for non-compliant documentation and federal EVV requirements. Agency responsible for any fines	Case Manager will assist with oversight.
Record Maintenance	Agency is responsible for maintaining documentation for future audits	Member is responsible for maintaining documentation. CDAC documentation is also housed with Carebridge.

Support	Agency supports with member issues, documentation, authorization, and other needs related to your employment	<p>Veridian and CareBridge offer member support (via telephone and email). Additionally, CareBridge has a training library available online.</p> <p>Veridian will support the member with items related to the financial management services.</p> <p>Carebridge will support the member with items related to electronic visit verification,</p> <p>Authorizations/care plan items would be supported via the case manager and MCO/HHS.</p> <p>Member is responsible for any employer related items.</p>
Coverage	Agency may be able to provide coverage for member, should staff need time off or help	Member/Budget Authority is responsible for hiring staff to provide adequate coverage
Workers Compensation & Liability	Covered by agency's insurance policies	Covered as a pass thru cost by the MCO/HHS.
Employee Benefits	May be eligible for employee benefits	Does not have employee benefits
Pay Rate	Determined by Agency	Determined by the member who is the employer of record or delegated budget authority and included in their CCO budget