



Transition of I-CDAC

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Listening Sessions:
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Topics to be discussed

- *What is happening?
- *Why Change?
- *Members Choice
- *What's Next?

What is Happening?

- ▶ Iowa Medicaid will begin the process of transitioning Individual Consumer Directed Attendant Care (ICDAC) providers to one of the following service options:

**Consumer Choices Option
(CCO)**

Agency CDAC

Why Must We Change

- ▶ The Internal Revenue Service (IRS) requires non-agency HCBS providers (ICDAC) to meet certain tax criteria, including tax withholding, to be considered “self-employed”.
- ▶ Center for Medicare & Medicaid Services (CMS) requires individual providers (ICDAC) of self directed HCBS be compliant with self employment requirements and rarely providers meet this criteria.
- ▶ The Department of Labor (DOL) also has concerns regarding compliance with the Fair Labor Standards Act (FLSA) and does not believe HCBS providers (ICDAC) should be considered self-employed.

Members Do Have A Choice

- ▶ Members receiving services from an ICDAC provider will need to choose which model works best for their needs.
 - CCO or;
 - Agency CDAC
- ▶ A member's services will not change due to this ICDAC change, just the way their provider is enrolled.
- ▶ CDAC services are NOT ending just the ICDAC provider type, members will continue to be able to access CDAC.

Next Steps

- ▶ Members who choose to transition to the Agency CDAC service option would be required to have their ICDAC provider employed by an existing CDAC provider agency.
- ▶ Members who choose to transition to the CCO service option.
 - The member must enroll in the CCO program and work with Veridian Fiscal Solutions the financial management services. (The member is responsible for hiring, training, reviewing documentation, and signing timesheets).
 - The financial management service includes supporting you as an employer to onboard your employees, process payroll and withhold and pay the applicable taxes.
- ▶ EVV requirements for MCO members will still apply.

Consumer Choices Options (CCO)

I've chosen CCO now what?

- ▶ Review the Informed Consent and Risk Agreement so you clearly understand the expectations of managing your services.
- ▶ Your Case Manager will assist the member with enrollment into the CCO program through VFS.
- ▶ Veridian Fiscal Solutions (VFS) will send the member a link to the member packet via email with instructions on how you and your employee can sign up online.

I've Chosen CCO Continued

You will need to decide

- Are you going to utilize an Independent Support Broker (ISB) or
- Are you going to complete your budget with the help of your Case Manager or
- Will your Delegation of Budget Authority (DBA) work with your Case Manager (CM) on your budget.

If you decide to use an ISB

- You will then work with your Case Manager to find an ISB and connect them.
- The ISB will complete the ISB agreement with the member.
- The CM is responsible to submit the budget to VFS.

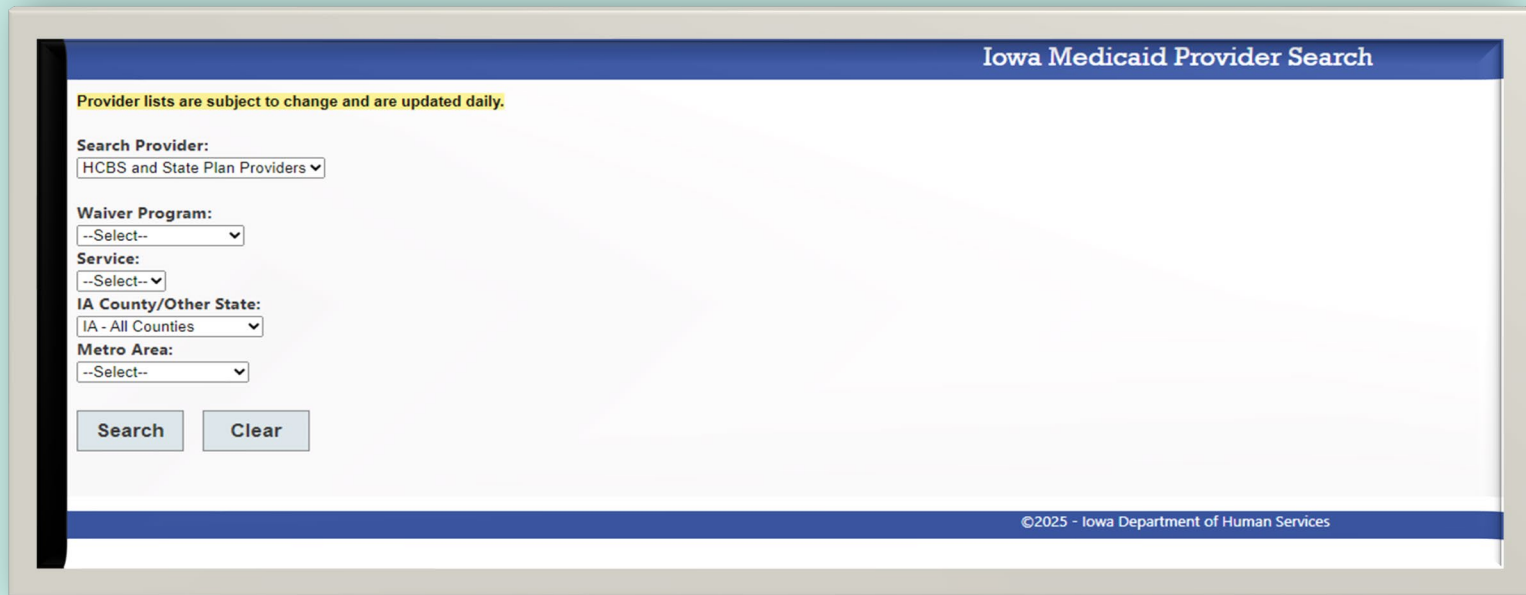
If you decide not to use an ISB

- You or your DBA will complete the budget training.
- Work with your CM on the budget, the CM is responsible to submit the budget to VFS.
- Your Case Manager must ask for an Exception to Policy to allow for this, this will be requested only AFTER you have completed the training.

Agency ICDAC

I've Chosen Agency CDAC

- ▶ Work with your Case Manager to find agencies in the area.
- ▶ You can utilize Iowa Medicaid Provider Search to help narrow down your search.



The screenshot displays the 'Iowa Medicaid Provider Search' web application. At the top right, the title 'Iowa Medicaid Provider Search' is visible. Below the title, a yellow warning message states: 'Provider lists are subject to change and are updated daily.' The search interface includes several dropdown menus: 'Search Provider:' with 'HCBS and State Plan Providers' selected; 'Waiver Program:' with '--Select--' selected; 'Service:' with '--Select--' selected; 'IA County/Other State:' with 'IA - All Counties' selected; and 'Metro Area:' with '--Select--' selected. At the bottom left of the search area, there are two buttons: 'Search' and 'Clear'. The footer of the page contains the copyright notice: '©2025 - Iowa Department of Human Services'.

Timelines

Timeline

July 1, 2025

- Members transition to CCO or Agency Service Option.
- No new ICDAC providers will be enrolled

December 31, 2025

- ICDAC providers disenrolled by Iowa Medicaid
- Member must be using an agency or CCO

Additional Information

Email: ICDAC@hhs.iowa.gov
Consumer Choice Option (CCO) | Health & Human Services (iowa.gov)

[Training: https://www.ltss-iowa-trualta.com/](https://www.ltss-iowa-trualta.com/)

[Individual Consumer Directed Attendant Care \(ICDAC\) Transition |
Health & Human Services \(iowa.gov\)](#)

<https://www.veridianfiscalsolutions.org/cco/default.aspx>

[Home Page Medicaid Provider Search - Application \(state.ia.us\)](#)



Questions

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