Financial Management Service Models

BY DISABILITY VOICES UNITED

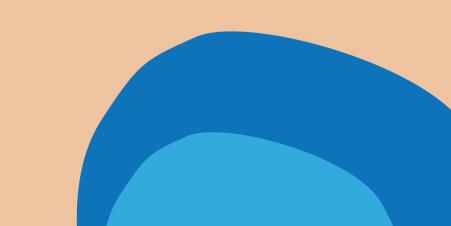


Financial Management 02 CO- EMPLOYER Service Models

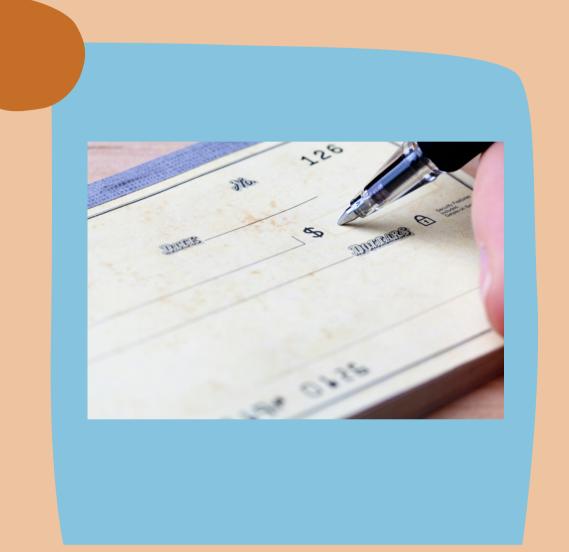
BILL PAYOR

SOLE EMPLOYER





1. Bill Payor



- YOU ARE NOT HIRING EMPLOYEES
- DO NOT NEED TO USE VENDORED SERVICES
- FINANCIAL MANAGEMENT SERVICES PAYS FOR GOODS AND SERVICS



2. Co-Employer



- THE FINANCIAL MANAGEMENT SERVICE HIRES THE EMPLOYEES ON YOUR BEHALF (CALLED THE "EMPLOYER OF RECORD")
- THE FINANCIAL MANAGEMENT EMPLOYEE RULES WILL APPLY TO YOUR EMPLOYEES. EXAMPLE: OVERTIME, HEALTH INSURANCE, BACKGROUND CHECKS.
- THE PARTICIPANT CHOOSES WHO WILL BE HIRED/FIRED



3. Sole Employer



- THE PARTICIPANT IS THE EMPLOYER OF RECORD
- THE PARTICIPANT CHOOSES WHO TO HIRE/FIRE
- CHOOSE BACKGROUND CHECK (IF NOT PROVIDING PERSONAL CARE SERVICES)
- CAN USE SAME EMPLOYEE FOR MULTIPLE CLIENTS



Compare Co-Employer and Sole Employer Choose Employees

Co-Employer

You determine who to hire and fire

Sole-Employer

You determine who to hire and fire



Compare Co-Employer and Sole Employer Employer of Record

Co-Employer

Financial Management Service

Sole-Employer

Participant (or selected person)



Compare Co-Employer and Sole Employer Background Checks

Co-Employer

Sole-Employer

Financial Management Service decides

Participant decides



Personal care providers must have a background check

Compare Co-Employer and Sole Employer Benefits

Co-Employer

Financial Management Service company benefits

Sole-Employer

Participant decides



Compare Co-Employer and Sole Employer Employer Burden

- FICA (Federal Insurance Contributions Act) Combines Social Security and Medicare
- Workers Comp and Liability Insurance
- Health Insurance**
- Sick Days**



Workers Comp and Liability Insurance

Workers Comp	Liability
Both cover workplace injuries	
Protects Employee	Protects Employer
Covers costs related to injury or sickness on the job without alleging liability Covers medical bills, lost wages, other costs the if employee is sick or injured due to their job	Covers expenses if the employer gets sued for punitive damages Claims against bodily injury, property damage, advertising injury



Health Insurance

Co-Employer

Medical insurance rules are based on financial management service policies

Sole-Employer

In Calif., you only are required to offer health insurance if you have over 50 employees.

You can offer to cover your employee's health insurance.

The best way is through reimbursement.



Financial Management Service (FMS) Model

Co Employer	Sole Employer	
Participant determines who to hire and fire		
FMS pays taxes, payroll, monthly report, pays for services and goods		
Financial Management Service Employer of Record	Participant (or someone they choose) is Employer of Record	
FMS determines background checks	Participant chooses background check (as long as person is not doing personal care)	
FMS determines health insurance	Participant determines if they want to offer health insurance	
Employee may not be able to work for multiple clients from same FMS	Employee can work for multiple clients	
Employee liability and workers comp is through the FMS	Employee liability and workers comp MAY be through FMS or find own	
May not be able to provide nursing or medicine management	Participant can hire employees to provide nursing or medicine management	
Benefits are set by the FMS	Participant can offer additional benefit (paid	



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