

Fiscal Intermediary (FI) Profile Sheet

Fiscal Intermediary (FI)	People Inc.
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Corporation ID #	20100
What counties are served?	All counties served by Western and Finger Lakes DDRO's
How many people do you serve?	300
How long have you been providing FI services?	13+ years
What is your fringe rate/rates for self-hired staff? What is included in the fringe rate/rates? Attach additional documentation if needed.	30% Employer mandated payroll costs including: FICA, Workman's compensation, Workers comp-small claims, NYS unemployment insurance, NYS disability insurance. Employer portion of benefits including medical insurance, 401K match, Employee Assistance Program, and paid time off pay-outs per agency policy.
Do you have an electronic system that can be accessed by individuals/designees?	eVero
What is your mileage rate for staff owned vehicles?	48.5 cents per mile
Does your agency provide Brokerage services? Do you require participants to use agency Brokers?	Yes we have agency brokers. No, we do not require that agency brokers are used for those we are FI for.
How many hrs. will staff spend in mandatory training? 1. Before they start? 2. Annually?	Initial training (including system training) is approximately 20 hours. (Respectful professionals, HR/Benefits, Rights & Abuse, OSHA, Development, Corporate compliance, HIPAA, Electronic Security, Fire Safety, Lifting & Transferring, OPWDD choking prevention 1&2, Driving Safety). Annual trainings are approximately 5 hours. Annual orientation update required (online); Lifting & Transferring update (online).
What additional trainings are offered by your agency? Any additional trainings required?	Catalogue of additional agency trainings available upon request of individual/family (e.g. CPR, Trauma Informed Care, Autism, Cooking basics, mental health disorders, sign language, virtues of excellence, First aid, etc.)
From the time of complete paperwork submission, what is the average hiring timeframe for new staff?	It takes approximately 3 weeks from the time a staff applies on-line.
Do you offer health ins. for full-time staff? How many hrs. are considered full-time? Is there a waiting period?	All staff can participate in the agency health insurance program. Full time employees become eligible the 1st day of the month after completion of 60 days of employment. Employees must work a regularly scheduled 35 hours to be eligible. Part time employees - no coverage but can be purchased. 1st day of the month after completion of 60 days of employment.
Do you provide paid sick time for staff?	Full time staff earn paid time off (PTO) that can be used as needed for sick time.
Do you provide paid Holiday time for staff?	We pay a holiday differential for hours worked on a holiday

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Do you have an emergency staffing pool?	No							
Describe what role, if any, you have in recruiting self-hired and agency supported staff?	We strongly encourage participants to find their own staff. We can provide a listing of current staff that are looking for more hours when requested.							
What is your timeline for reimbursements?	We aim to reimburse within 4-6 weeks from request submission. If a request cannot be funded through a plan, it will be held for resolution.							
Do you have any options for upfront payments? (i.e. IDGS-camp)	We encourage families to choose a monthly payment option but will discuss using upfront payments on a case-by-case basis.							
What Waiver Services are available to self-direct?	Community Habilitation	X	Respite	X	SEMP	X	Live-in Caregiver	X
Do you have any service restrictions? (i.e. capped rates for Self-Hired Community Habilitation, Mileage, or any service you do not provide or restrict)	No service restrictions for options that fall within regulation and guidance.							