



Division Update for Individuals, Families and Providers

November 26, 2025

Agenda

- Next DDD Update Webinar
- VF/EA Fiscal Intermediary Transition
- Self-Directed Employee (SDE) Overtime Hours and Pay
- New Support Coordination Competency Requirements
- January 1, 2026 DSP and DSP Supervisor Wage Increase
- Department of Human Services Budget Listening Session
- New Supports Brokerage Services One-Pager
- Direct Support Professionals New Jersey Website
- Webinar on Enhanced Care for People with IDD and Mental Health Needs
- Resources

Next DDD Update Webinar

- Reminder – webinars are usually on the 4th Thursday of the month, but next month it will be on the **3rd Thursday**, December 18, 2025, at 10:30am
 - [Register for December Webinar](#)
- The 2025 schedule of DDD Update Webinars, including registration links, is available on the Division's [Public Update Meetings](#) webpage. The 2026 dates will be posted in the coming weeks.

VF/EA Fiscal Intermediary Transition

Status of Completed Acumen Enrollments and Approved Plan Revisions as of 10/22/2025				
	# of Individuals in Cohort	Enrollment Completed	Enrollment In-Process	Enrollment Not Initiated
Cohort 1 – 4a	8,052	7,009	182	861
Cohort 5	5,122	4,224	621	277

VF/EA Fiscal Intermediary (FI) Transition

- The transition of the DDD Vendor Fiscal/Employer Agent (VF/EA) Self-Directed Services Model is nearing completion.
- Any individual who has an SDE or vendor service through PPL but has not initiated or completed enrollment with Acumen should use this link to schedule time with an enrollment agent: **[Book an Acumen Enrollment Appointment NOW](#)**

VF/EA Fiscal Intermediary (FI) Transition

- The last date that a self-directed employee (SDE) or vendor can deliver a service that is reimbursable through Public Partnerships LLC (PPL) is **December 6, 2025**.
 - For any service **delivered on or before December 6**, the SDE or vendor will submit their time/service entries to PPL.
- The final Acumen Go-Live date (Acumen service start date) for all SDEs and vendors who are transitioning from PPL is **December 7, 2025**.
 - For any service **delivered on or after December 7**, the SDE or vendor will submit their time/service entries to Acumen.

VF/EA Fiscal Intermediary (FI) Transition

- SDEs and vendors will have three pay cycles — *including the pay cycle in which December 6 falls* — to submit their time and service entries to PPL for payment.
 - For SDEs, the last date to submit hours to PPL that were worked on or before December 6, 2025, is **January 6, 2026**.
 - For vendors, the last date to submit services to PPL that were delivered on or before December 6, 2025, is **January 14, 2026**.

VF/EA Fiscal Intermediary (FI) Transition

- To be able to submit time/service entries to Acumen for payment:
 - The participant and their employer of record, employee(s), and/or vendor(s) must be enrolled with Acumen, **AND**
 - The participant must have a plan approved by December 5, with a PPL SDE/vendor service end date of December 6 and an Acumen SDE/vendor service start date of December 7.

VF/EA Fiscal Intermediary (FI) Transition

Live-In Exemption from Premium Overtime Pay

- Not available in the Vendor Fiscal/Employer Agent (VF/EA) Self-Directed Services Model with Acumen as the fiscal intermediary (FI).
- Not available in the Agency with Choice Self-Directed Services Model with Easterseals NJ as the FI, or in the Personal Preference Program (PPP) administered by our sister division, the Division of Medical Assistance and Health Services (DMAHS).
- Going forward, any SDE that works more than 40 hours in a week will be paid the premium (time-and-one-half) overtime payment, regardless of that SDE's live-in status or relationship to the employer of record or the individual receiving services.

VF/EA Fiscal Intermediary (FI) Transition

- Final FI Transition Update and Q&A Webinar – for participants, families, employers, SDEs, vendors, support coordinators, and supports brokers

December 4	1–2:30 pm	Register for Dec. 4 Final Transition Update and Q&A Webinar
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- Electronic Visit Verification (EVV) and Service Documentation Webinars for Transitioning Participants, SDEs, and Employers

December 3	2–3:30 pm	Register for Dec. 3 EVV and Service Documentation Webinar
December 17	2–3:30 pm	Register for Dec. 17 EVV and Service Documentation Webinar

VF/EA Fiscal Intermediary (FI) Transition

Resources

- NJ Client Service Agent: 848-400-5903 or Enrollment-NJ@acumen2.net
- Vendor Service Agent Team: 848-400-5738 or Vendor-NJ@acumen2.net
- For payroll, technical, or after-hours support: 833-892-0413 (available 24/7)
- For information and resources, including past webinars, visit:
 - Acumen website: [Acumen – NJ](#)
 - Division webpage: [2025 Fiscal Intermediary Transition \(PPL to Acumen\)](#)

Self-Directed Employee (SDE) Overtime Hours and Pay

The Division's **standing policy** on SDE overtime, from section 8.3.2.1 *Selecting SDE Service Delivery*, in the DDD policy manuals:

- "The SDE can only receive payment for rendering services that have been prior authorized through an approved ISP. Any services, including overtime, exceeding those indicated in the ISP will not be reimbursed through the individual's budget. **One SDE cannot provide more than 40 hours of service for an individual per week. If an individual requires services that will go beyond those 40 hours in a week, another SDE or a provider agency must be utilized to deliver those additional hours of service.** It is the individual's responsibility, along with the Support Coordinator and Supports Broker when utilized, to ensure that SDE schedules do not require payment of overtime."

The policy prohibiting SDE overtime is not new. It has been in place since before the transition to the Fee-for-Service system.

Self-Directed Employee (SDE) Overtime Hours and Pay

Temporary Policy on SDE Overtime Hours and Pay

- At the height of the COVID public health emergency in 2020, the Division granted a temporary allowance for SDEs to work overtime (more than 40 hours per week) ***for emergent, unanticipated circumstances.*** The Division also determined it would provide the funding for the **one-half portion** of the time-and-one-half overtime payment, with the individual's budget funding the base wage portion (regular time).

Self-Directed Employee (SDE) Overtime Hours and Pay

Temporary Policy on SDE Overtime Hours and Pay

- Overtime should not be regularly relied on.
- If an individual needs more than 40 hours per week of support, additional SDEs or agency-employed Direct Support Professionals (DSP) should be to be recruited.
- To date, the Division has continued to extend its temporary allowance for SDE overtime for emergent, unanticipated circumstances, and has also continued to fund the one-half portion of the time-and-one-half overtime payment.
- The temporary allowance for SDE overtime and the Division's funding of the one-half portion of overtime payments remain under review.

Self-Directed Employee (SDE) Overtime Hours and Pay

Who do the standing and temporary policies on SDE overtime hours and pay apply to?

- Both policies apply to all SDEs in both the Vendor Fiscal/Employer Agent (VF/EA) and Agency with Choice (AWC) Self-Directed Services Models.

I am a family member of the individual and/or I live with the individual. Do these policies still apply to me?

- Yes. The standing policy and temporary policy on SDE overtime hours and pay apply to all SDEs regardless of whether the SDE is related to the individual and/or lives with individual.

Self-Directed Employee (SDE) Overtime Hours and Pay

I need 60 hours of direct support every week. Since I live with my parents, I hired one of them as an SDE and they are scheduled for 60 hours every week. What should I do?

- If an individual needs more than 40 hours of support per week, they should begin the process of recruiting additional SDEs and/or agency-employed Direct Support Professionals to cover any hours over 40.
- As new staff are hired, individuals should work with their support coordinator to make sure their SDEs are not regularly scheduled to work more than 40 hours per week.

Self-Directed Employee (SDE) Overtime Hours and Pay

Is there a deadline by which I need to reduce my SDE's hours to 40 or less per week?

- The Division has not issued a deadline to come into compliance with the overtime policy.
- Individuals who need more than 40 hours per week of support – and who currently have SDEs who are regularly scheduled to work more than 40 hours per week – should begin efforts to recruit additional SDEs and or agency-employed DSPs.

Self-Directed Employee (SDE) Overtime Hours and Pay

Can an agency-employed DSP work overtime (more than 40 hours per week)?

- Community-based provider agencies are not permitted to regularly schedule DSPs to work more than 16 consecutive hours in a 24-hour period. Beyond this, agencies set their own overtime policies.
- State and federal labor laws require employers, *including provider agencies*, to pay employees time-and-one-half for every hour of overtime they work.

New Support Coordination Competency Requirements

- In collaboration with Money Follows the Person (MFP) Support Coordination (SC) Competency and Capacity Stakeholder Committee, DDD has established new SC competency priorities and training requirements.
- Information is now posted and available on the [Support Coordination Information](#) web page, under the SC Competency Requirements tab, and include a [Support Coordination Competency Requirements Fact Sheet](#) and [Support Coordination Competency Requirements Guide](#), as well as a [video overview](#):



New Support Coordination Competency Requirements

SC Competency Requirements: Strengthening Skills and Supporting Success

*The target audience for this one-hour webinar is Support Coordination Agency staff – including Support Coordinators and SC Supervisors – but **ALL ARE WELCOME and encouraged to attend.***

Date and Time	Registration Link
December 2 at 2 p.m.	Register Now for December 2 Webinar
December 11 at 10 a.m.	Register Now for December 11 Webinar
January 7 at 2 p.m.	Register Now for January 7 Webinar
January 26 at 10 a.m.	Register Now for January 26 Webinar
February 10 at 2 p.m.	Register Now for February 10 Webinar
February 25 at 10 a.m.	Register Now for February 25 Webinar

January 1, 2026 DSP and DSP Supervisor Wage Increase

- During the Murphy Administration, significant gains in Direct Support Professional (DSP) and DSP Supervisor Wages were achieved.
 - In 2018, the average DSP Wage was \$12.66 per hour.
 - In 2025, it is projected to be at ~\$20.87 per hour.
- Each year, the NJ Department of Labor and Workforce Development sets the minimum wage for the coming year based on any increase in Consumer Price Index (CPI) data provided by the U.S. Bureau of Labor Statistics.
- Effective January 1, 2026, the State of New Jersey's statewide minimum wage will increase by .43 cents to **\$15.92** per hour for most employees.

January 1, 2026 DSP and DSP Supervisor Wage Increase

- As to not erode the gains made between DSP and DSP Supervisor Wages and Minimum Wage during the Murphy Administration, the Division was allocated \$9.1M (State).
- Effective January 1, 2026, this funding will be used to increase DSP and DSP Supervisor Wages by about .46 per hour.
- The required Public Notice for the Rate Changes to support the increase will occur in the coming weeks.



NJ Human Services Virtual 2026-27 Budget Listening Session

- Tuesday, December 2, 2025 at 1 p.m.
 - All are welcome to offer verbal or written testimony to inform the Department of Human Services budget for 2026-27.
- Three ways to participate:
 - Watch only on [NJDHS YouTube](#)
 - Submit written testimony only (Email to humanservices@dhs.nj.gov)
 - Testify over Zoom (You will receive a Zoom link after signing up) – limited to 3 minutes per speaker
- [Sign up here to testify](#) – Deadline to sign up is Monday, Dec. 1, 2025 at Noon

Supports Brokers: Assisting and Empowering You to Self-Direct

- In the Division's Supports Program and Community Care Program, individuals can choose to self-direct all or some of their services.
- Supports Brokerage is a service individuals can access for help coordinating and maintaining their self-directed services.
- In collaboration with the Division, The Boggs Center developed a new fact sheet to help people with disabilities and families better understand self-direction and the roles and responsibilities of Supports Brokers.
- Available in English and Spanish on [Boggs Center's Publications](#) page

Supports Brokers

Assisting and Empowering You to Self-Direct



Getting Started

In New Jersey, people can self-direct all or some of their Home and Community Based Services, made available through the Division of Developmental Disabilities (DDD) Supports Program or Community Care Program. Self-directed services are provided by a person you hire, known as a self-directed employee (SDE), or a service provided by a business/vendor that serves the general public, and are paid through use of a fiscal intermediary. Your Support Coordinator will work with you and, as needed, your family to help you understand what it means to self-direct by sharing information, as well as:

- Talking with you to learn about your strengths, needs, and interests, and what you want and don't want in your life
- Supporting you to describe your life goals
- Identifying different types of support that can be used to help you achieve your life goals, including DDD services, relationship-based supports (such as a family member or neighbor), community resources, technology, and other state and local service systems
- Explaining how self-directed services are different from provider-managed services, and which DDD services can be self-directed and which cannot
- Describing the role of the fiscal intermediary and the differences between the two options – Agency with Choice and Vendor Fiscal/Employer Agent
- Sharing information about the resources you use when you self-direct one or more of your services

A fiscal intermediary will be used to process payment and assigned tasks related to your approved self-directed services.

When you choose to self-direct, you can hire a Supports Broker.

Supports Brokerage is a service that is available in the DDD Supports Program and Community Care Program. Your Support Coordinator can help you to identify a Supports Brokerage agency. A **Supports Broker** can help you coordinate and maintain your self-directed services. They empower you to take control of your self-directed services, grow community connections, and direct the life you want.

Learn More

- Check out **Understanding Self-Directed Services in New Jersey** by The Boggs Center: <https://boggscenter.rwjms.rutgers.edu/resources/publications/understanding-self-directed-services-in-new-jersey-and-the-role-of-the-supports-broker>
- Visit the **Office of Education on Self-Directed Services webpage**: <https://www.nj.gov/humanservices/ddd/individuals/community/education>
- Email DDD.OESDS@dhs.nj.gov



Jobs That Care New Jersey: Direct Support Professionals

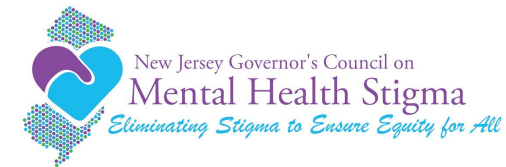
- The Department of Human Services' [Jobs That Care NJ](#) has a dedicated site for Direct Support Professional (DSP) job recruiters and seekers:

[Direct Support Professionals New Jersey](#)

Webinar on Enhanced Care for People with IDD and Mental Health Needs

- The [New Jersey Governor's Council on Mental Health Stigma](#) invites direct service providers, frontline staff, and their supervisors who serve individuals with mental health (MH) disorders and intellectual and/or developmental disabilities (IDD) to participate in this vital virtual event.
- A panel of leaders from New Jersey's MH and IDD provider community will facilitate an engaging, solutions-focused dialogue aimed at enhancing the reach and quality of mental health care across the state.

Thursday, December 4, 2025, 2:30 – 4 p.m.
[Register for Dec. 4 MH/IDD Virtual Discussion](#)



IMPORTANT VIRTUAL DISCUSSION:

Enhancing Care for Individuals with Mental Health Disorders and Intellectual/Developmental Disabilities



The New Jersey Governor's Council on Mental Health Stigma invites direct service providers and other frontline staff who serve individuals with mental health (MH) disorders and intellectual/developmental disabilities (IDD), and supervisors of these workers to this virtual event. We look forward to hearing your experiences and about the training and supports you need to increase the effectiveness of your critical work, and enable you to better help individuals you serve who are dealing with mental illness/behavioral health challenges.

Managers, directors and executives of the MH/IDD service organizations:

You are also strongly encouraged to participate, as everyone's input is valuable for developing strategies, training and other resources to meet the unique needs of this population.

Several leaders in the MH disorders/IDD provider network will moderate what will undoubtedly be lively, insightful and informative discussions that will help envision a path that maximizes the reach and quality of New Jersey's mental health care.

MODERATORS

- ◆ **Pamela Brown, MSW**
Vice President of Adult DD Services, Oaks Integrated Care
- ◆ **Angela Calzone**
President and CEO, Inroads to Opportunities
- ◆ **Celine Fortin**
Executive Director, The Arc of New Jersey
- ◆ **Susan Tellone, RN, BSN, MSN, CSN**
Founder of Thriving Minds and Resiliency Advocate and Executive Director of The Samaritan Center



DATE:
December 4, 2025

TIME:
2:30 p.m. to 4:00 p.m.

TO REGISTER:
njamhaa.site-ym.com/page/Stigma_12-4



FOR MORE INFORMATION, CONTACT:

Cynthia Chazen

Coordinator of Community Outreach and Partnerships
New Jersey Governor's Council on Mental Health Stigma

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Resources

Community Resources

- [Disability Rights New Jersey](#)
800-922-7233 (toll-free in New Jersey only)
- [Ombudsman for Individuals with Developmental Disabilities and their Families](#)
609-984-7764
- [New Jersey Council on Developmental Disabilities](#)
800-792-8858
- [The Boggs Center on Disability and Human Development](#)
732-235-9300

DDD Resources

- For issues, call the DDD [Community Services Office](#) for your county or 800-832-9173.
- For routine questions:
DDD.FeeForService@dhs.nj.gov
- To report suspected abuse, neglect, or exploitation:
Call 800-832-9173, then press 1