

IRIS (Include, Respect, I Self-Direct) is a self-directed Wisconsin Medicaid **long-term care** program for older adults and adults with disabilities.

Long-term care—a service or support you may need to help with daily tasks, such as getting dressed or bathing, because of one or more of the following:

- You have a disability.
- You are age 65 or older.
- You have a lasting chronic condition.

The goal of IRIS

The goal of IRIS is to allow you to direct your own services and supports. You make the decisions about your life and what you need. IRIS values self-determination and self-direction, which means you will:

- Choose how involved you want to be in your community.
- Decide how you want to live your life.
- Learn how to advocate for yourself.
- Manage your own budget for the services and supports you need.
- Organize resources in ways that improve your life.
- Use your Medicaid funds responsibly.

How IRIS works

IRIS is about you choosing and managing the services and supports that meet your needs and goals for daily living. You won't be doing this all on your own. You will have an **IRIS consultant agency (ICA)** and a **fiscal employer agent (FEA)** to help you along the way. Here's what you can expect:

An IRIS consultant who supports you

Through your IRIS consultant agency, you will get an IRIS consultant who will:

- Help you complete enrollment.
- Provide education about IRIS and the rules you must follow as you self-direct your supports.

(Continued on page 2)

- Make sure that you complete all paperwork.
- Work with you (and anyone else you choose) to create and approve your IRIS plan.
- Provide ongoing help after you enroll.

To be eligible for IRIS, you must live in a specific setting. Examples include your own home, with family or friends, in an adult family home, or in a residential care apartment complex. If you live in a skilled nursing facility or a community-based residential facility, you cannot enroll in IRIS.



A budget and IRIS plan based on your needs

If you qualify and choose IRIS, you and your IRIS consultant will discuss your **estimated budget**. Your budget includes the funds you will use to create your **IRIS plan**. Your IRIS plan outlines your goals and what you need to meet them. It also includes the services and supports you'll get as part of IRIS.

IRIS funds are meant for home and community-based services. These services may include transportation, supportive home care, daily living

skills training, home-delivered meals, and more. You can use your Medicaid ForwardHealth card to pay for some other goods, supports, and services.

Your IRIS budget may not cover the costs of all services you need. If this happens, your IRIS consultant may be able to help you find other ways to meet your needs. They also may work with you to request an increase to your budget.

A chance to hire your own workers

There are options for how you get workers to provide services through IRIS:

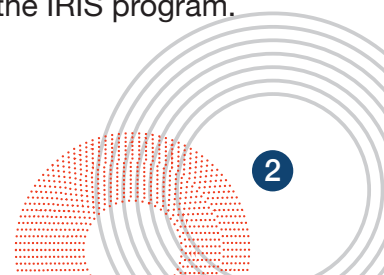
- **You can be the employer.** This means you recruit, hire, train, and manage the workers you hire. As an employer, you will be responsible for approving timesheets and setting hourly rates within certain guidelines, as well as other tasks. Workers you employ may be a family member or friend, or another qualified person. All workers should have a background check and be approved before they can be paid to provide services to you.
- **You can work with an agency.** This means you work with an agency that is in charge of managing the workers who provide services to you.

If you struggle to find workers or agencies, your IRIS consultant can suggest resources and providers that may be helpful.

A fiscal employer agent (FEA) to help with payments

Both workers you hire and agencies you contract with get paid through an agency called an FEA. You will choose the agency you want to work with when you enroll in the IRIS program.

(Continued on page 3)



Your FEA will:

- Do background checks on workers you want to hire.
- Manage federal and state taxes taken out of your workers' paychecks.
- Process payroll and pay invoices.
- Process any cost share you may owe to remain eligible for Medicaid.

Note: Your FEA cannot provide you with IRIS services from your service plan. For example, your FEA cannot provide you with personal care or manage your workers for you. Services must come from someone other than your FEA.

The option to receive self-directed personal care

If you need help with personal care tasks (like bathing, going to the bathroom, getting dressed, or eating), you may qualify to self-direct who provides the care. This option is called **IRIS self-directed personal care (SDPC)**. It's a separate type of service that the program offers in addition to other services you receive through IRIS.

Your doctor must authorize the need for these services. With IRIS self-directed personal care, you choose who provides the care. It can be a family member or friend. You also are assigned a registered nurse who checks in to make sure the care you are receiving is appropriate.

Talk with your IRIS consultant if you have questions about IRIS self-directed personal care.

Notes:

The ability to change your IRIS consultant agency

You can change your IRIS consultant agency or FEA by talking to your aging and disability resource center (ADRC) or tribal aging and disability resource specialist (ADRS). They will let you know which agencies or agents are available to you, the date you are able to make the change, and what paperwork to complete.

Where to learn more about IRIS

To learn more, please visit the [Wisconsin Department of Health Services \(DHS\) website](https://dhs.wisconsin.gov/iris/index.htm) (dhs.wisconsin.gov/iris/index.htm) or scan the QR code.



To find out if you're eligible contact:

- [Your local ADRC](https://dhs.wisconsin.gov/adrc/consumer/index.htm) (dhs.wisconsin.gov/adrc/consumer/index.htm).
- [Your tribal ADRS](https://dhs.wisconsin.gov/adrc/consumer/tribes.htm) (dhs.wisconsin.gov/adrc/consumer/tribes.htm).
- DHSIRIS@dhs.wisconsin.gov.
- The IRIS Call Center at 888-515-4747.