

January 14, 2025

NOTIFICATION TO ALL STAKEHOLDERS

Dian Cifuni
President

Jane Zemon
Chief Executive Officer

New York State's final budget for the current fiscal year included a 2.84% cost of living adjustment (COLA) for programs licensed under the Office for People with Developmental Disabilities (OPWDD) which falls short of the voluntary providers' request for a 3.2% increase.

The language provided by the state stipulates that a portion of the 2.84% COLA must be used to provide a targeted salary increase of 1.7% to eligible employees. Eligible employees include support staff, direct care staff, clinical staff, and non-executive administrative staff. The remaining COLA dollars are to be used to support the costs associated with other agency operations.

While the state mandated a 1.7% salary increase, our leadership team decided to exceed this requirement to recognize the exceptional dedication and hard work of our employees by raising the salary increase to 2% which went into effect on October 7, 2024. This decision demonstrates The Arc Rockland's steadfast commitment to our incredible staff who provide both indirect and direct supports and services to the individuals in our programs.

The agency is committed to ensuring that funds provided by specific funding sources are used exclusively for their intended programs. Accordingly, the recent rate adjustment from OPWDD, with a portion designated to support salary enhancements for staff working in OPWDD-funded programs, was allocated exclusively to those eligible employees. Employees in programs funded through other revenue streams have already received increases as permitted by their respective funding sources, and we remain committed to providing salary enhancements to any remaining employees as soon as additional funding for this purpose becomes available.

We want to emphasize that this in no way diminishes our deep appreciation for the invaluable contributions of employees across the agency toward enriching the lives of the individuals we serve.

If you have any questions regarding this initiative, please feel free to contact me directly.

Thank you.



Jane Zemon
Chief Executive Officer