

43 LIBERTY DRIVE
AMSTERDAM, NY 12010

Our Values: Quality | Respect | Integrity | Teamwork | Resourcefulness | Person-Centered

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DAY SUPPORT
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August 2024

Good afternoon! It's been a whirlwind three months since the official unification, and I wanted to take a moment to thank everyone for their work and highlight some of the ways we are already seeing benefits of working as one agency. Since beginning our unification process:

- Liberty ARC Residential Direct Support Professionals working in Schenectady County have seen starting wages increase from \$15 to \$17.50 an hour.
- \$2 million is being invested in purchasing new vehicles for our Schenectady County-based programs.
- \$1.5 million has been approved to go into capital projects for our Schenectady County homes, for needed projects like bathroom upgrades, kitchen renovations, painting, doors, windows, and appliances. These projects will start this year and we are excited to share photos of the transformations as they happen (be sure to follow Liberty ARC on Facebook).
- The benefits we offer to our employees in Schenectady County increased in value from 18% to 32%. Employees now have a copay health insurance plan with significantly lower premiums (the monthly amount deducted from paychecks). The retirement plan was converted from a match to an employer contribution requiring no dollar contribution from employees in order to qualify— ensuring every employee receives a contribution.
- Residential vacancies in our Schenectady County homes have decreased from 9 openings to 1 in three months, ensuring people are able to move off the waitlist and receive much needed supports from our agency.
- Employees have been willing to work across county lines, giving us a bigger pool to draw from when we need to pick up shifts and helping where needed. The unification has also opened up more opportunities for internal advancement, as we are now a larger organization.
- Finally, Liberty ARC's membership has grown to its largest level in our history. With over 2,500 members, we can now have a larger reach and influence when it comes to efforts like advocacy for our workforce and the people we support.

These are fantastic benefits, and I can already see the difference that they're making to our employees and the people we support. All of this is possible thanks to our agency-wide commitment to teamwork and our commitment to resourcefulness and maximizing our budgets.



DAY SERVICES
FAMILY SUPPORT
RESIDENTIAL SERVICES
SELF-DIRECTED SERVICES
SUPPORTED EMPLOYMENT
VOCATIONAL PROGRAMS



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There have been changes that both Counties have experienced, especially in Schenectady where staff have needed to learn Liberty ARC's processes and procedures. But the proof can be seen in the end result: When one program does well, we all do well, and the people we support are the ones who see their quality of life improve thanks to your work.

I want to thank the teams in both counties for everything you have done to get us to this point. From support services like IT, HR, and the Business office, to our stellar operations team, you have all put in a tremendous amount of work, and we can see the accomplishments. The Schenectady County team has taken on learning so much in a short period of time to ensure we are able to function as one unified Agency. The Montgomery County team has led trainings and troubleshooting, mentored, supported, and advised to make the unification go smoothly. And team members from both counties have been terrific about stepping in where needed to make sure that the job gets done.

What we've done so far is just the beginning of our bright future together. I'm grateful for your commitment to the Liberty ARC team and all you do for the people we support.

Sincerely,

Jennifer Saunders
CEO