



Adults and Children with Learning and Developmental Disabilities, Inc.

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December 15, 2022

Dear ACLD employee:

On behalf of the Board of Directors and the Executive Leadership Team, ACLD is pleased to announce a salary increase for ACLD employees. We are committed to routinely evaluating employee salaries to ensure we are recognizing the hard work you do for the agency and the people we support. We are able to offer this salary increase because employees like you are dedicated, hardworking, and committed to financial responsibility for the Agency.

Due to our continued success we are happy to inform you that if you are an employee who is a Direct Support Staff (codes 104, 201 and 207) your base salary will be increased by \$1 per hour. This increase will be for any current employees who are in a direct support role. The new salary scale for direct support professionals will be \$16 to \$18 per hour, including differentials when applicable.

All other staff outside these codes will be eligible for a 3% increase on your base salary. To be eligible for the 3% salary increase, you must be employed for at least one year as of November 1, 2022.

Both increases will be effective on **December 24, 2022** and reflected in your pay check on **January 20, 2023**.

As a result of your salary increase, if you are contributing to the 401(k) retirement plan your bi-weekly contribution which is based on a percent of your salary will increase. If you have any questions or would like to make changes to your 401(k) plan you can contact Empower at 1-800-338-4015 or visit their website at www.empower-retirement.com.

If you have any questions about the salary increase you can contact Alex Cohen ext. 135 or Joseph Cipriano ext. 203 in the Human Resources Department at (516) 822-0028.

Thank you for continued dedication to our people we support and the ACLD mission. We look forward to building upon our success in 2023. Have a wonderful holiday season and a Happy New Year.

Sincerely,

Robert Ciatto, President/CEO
Anne Marie Sime, Vice President of Adult Services
Gerard DiMuro, Vice President of Administration
Kim Leonard, Chief Financial Officer

