

The Source of information for providers of community-based services for people with differing abilities.
A member service of NYSRA.

OMRDD COMMISSIONER RECOGNIZED AT NYSRA LEADERSHIP TRAINING SUMMIT

By Jeff Wise, NYSRA President & CEO



Commissioner Thomas A. Maul of New York State's Office of Mental Retardation and Developmental Disabilities has announced he will retire at the end of November. As most everyone in the MR/DD community is aware, Commissioner Maul has been a dynamic force in the field for years, and he will be sorely missed.

We at NYSRA were very privileged to be among the first to recognize and honor the achievements of someone who has done so much for New Yorkers in need of services over the past many years. The Commissioner was our special guest at the annual Awards Dinner held by NYSRA on Tuesday, September 19, during the Leadership Training Summit held at The Desmond in Albany.

As a gesture of appreciation, NYSRA presented Commissioner Maul with an inscribed fine crystal award.

NYSRA's President and CEO, Jeff Wise, took a moment to recognize the Commissioner during the evening's activities and delivered these remarks:

It's actually quite a challenge to introduce and recognize this gentleman. I am not sure there is anyone I have come across who truly needs no introduction. But I am sure there is no one who more deserves to be recognized.

OMRDD Commissioner Tom Maul has worked in state government for nearly 40 years. It would take a long time to recount his resume, his accomplishments, his contributions, his creative programs, his absolutely cutting-edge significance to the field of serving the individuals NYSRA's providers also serve.

Tom Maul is the reason that New York receives the greatest amount of federal support for serving people with

developmental disabilities.

Tom Maul is the reason that OMRDD, without exception, is considered the most responsive and responsible state agency in New York.

In addition, we were very pleased to announce that, beginning in 2007, NYSRA will annually present a "Thomas A. Maul Award for Self-Advocacy."

With the Commissioner's passionate work on behalf of people of differing abilities and the self-advocacy movement, it is absolutely fitting that the Maul Award will be one that recognizes that commitment and passion. We were thrilled to learn that Commissioner Maul endorsed the idea and agreed to lend his name to such an award.

Tom Maul is the visionary that makes us understand the common goals of both the served and the servers. And Tom Maul is the dynamic, uncompromising, and progressive leader all of us want and need in positions of high significance.

It is worth mentioning that Commissioner Maul has accomplished all he's accomplished under two very different governors. They - and we - surely recognize that this is a man of singular energy, intelligence, vision and tenacity.

It is our wish tonight to honor him for all of that, but also to receive him and recognize him as a true friend. In all my years in Albany, I have not experienced the response to a retirement announcement that we experienced a couple of weeks

ago: A true wave of emotion running through the entire field, and even outside the field, at Commissioner Maul's announcement that he will leave his post on November 30.

Commissioner Maul was, as always, professional enough to contact many people personally with his news. When he spoke with me and I asked his plans, he mentioned something along the lines of "taking a breather."

No one deserves it more, of course. But we will miss him. Still, the legacy he leaves, the absolutely undeniable stamp that his agency will, I am sure, continue to bear, makes us feel a bit better. No one will leave a stronger and more lasting impact than Tom Maul, and that is why we honor him this evening with a Special Achievement Award.

Many thanks, Commissioner. We wish you the best of everything in the future, and humbly thank you for the past and present.

LEADERS IN MOTION FUELING FUTURE SUCCESS AT NYSRA LEADERSHIP TRAINING SUMMIT

Leaders in Motion Fueling Future Success was our theme for this year's Leadership Training Summit and this theme was put to canvass and artistically expressed by many talented individuals who receive support from NYSRA member agencies. NYSRA was pleased to unveil its first annual art show titled, *Art In Motion*, as a component of Summit.

Art in Motion featured more than 80 pieces of colorful illustrations and monotone prints that included a variety of sketches, oil paintings, watercolors, and sculptures. Larry Neals of Fedcap Rehabilitation Services best captured our theme of Leaders in Motion. His artwork won the cover display of our Awards Banquet Program and was the nucleus of the artshow of eclectic piece that formed a galactic like vision of unison throughout.

Larry, a native New Yorker who has always enjoyed sketching since childhood, studied commercial art before entering the United States Army. During the Vietnam War, many of his art pieces were exhibited throughout the Army barracks.



Larry Neals with cover winning artwork at NYSRA's Summit.

As NYSRA's featured artshow winner, Larry received a gift certificate to help contribute to his artistic spirit. Fedcap Rehabilitation Services also received a gift certificate to help support their art program.

Conference-goers played an active part in the artshow by selecting its "People's Choice" winner, Ashley Tyler of Madison-Cortland ARC, whose piece titled "Grandma's Kitchen" received a Ribbon. Conference-goers also selected pieces for "Honorable Mentions". They are "Landscape" by Leonard Barreca of The Resource Center, "Cape Hatteras and Split Rock Lighthouse" by Peter Klimek of COARC, "Killdeer at Lake Delta" by Clay Mowry of Human Technologies Corporation, "Landscape" by Joseph Ross of UCP Suffolk, "Winter Snow Drifts" by Justin Tallchief of The Resource Center, "Autumn in New York" by Rolf Walter of UCP Suffolk, "Stairway to Heaven" by Lorraine Stewart of Human Technologies Corp., artwork by Lawrence Goldberg of Westchester ARC, artwork by Frank Luce of The Resource Center, and artwork by John Isreal of Westchester ARC.

NYSRA thanks all its artshow participants for sharing their talents with us.

NYS BUSINESSES RECOGNIZED FOR OFFERING EMPLOYMENT OPPORTUNITIES TO INDIVIDUALS WITH DIFFERING ABILITIES

NYSRA continues its tradition of honoring business across New York State for their commitment to employment of individuals with differing abilities.

Wegmans Food Markets located in Depew, New York received NYSRA's State Corporate Business Award and Bach's Towing located in Elma, New York received NYSRA's State Small Business Award. Both companies



were formally applauded during NYSRA's Leadership Training Summit on September 18, 2006. NYSRA recognizes the skills, talents and services that individuals with disabilities offer employers and we congratulate our award recipients and encourage other business to follow in their footsteps.

Regional Corporate Business Awards were received by OSI Pharmaceuticals, Inc. in Melville; Simpson Thacher & Bartlett, LLP in New York City; Stop and Shop in Yonkers; Price Chopper in Cobleskill; Chili's Grill & Bar in Ithaca; Super 8 in Henrietta; YMCA of the Greater Tri-Valley in Oneida and Home Depot in Jamestown.

Regional Small Business Awards were received by the Buffalo Club in Buffalo and Lighting and Electronics, Inc. in Wappingers Falls.

These businesses are exemplary in the cultivation of partnerships with rehabilitation organizations to support recruitment and retention of individuals with disabilities in New York State. NYSRA is pleased to honor them for providing employment opportunities for all New Yorkers.

OCTOBER IS NATIONAL DISABILITY AWARENESS MONTH

Congress enacted Public Law 176 in 1945 establishing October as the month to recognize the contributions Americans with disabilities are making in the workplace.

In celebration of this annual event, the Office on Disability of the Department of Health and Human Services will host an award ceremony, *Celebrating Persons with Disabilities*, on Wednesday October, 25th. Be on the look out for events and programs that highlight expanding employment opportunities for individuals with disabilities throughout the month of October.

CAPTIONED TELEPHONE SERVICES IN NYS FOR HEARING IMPAIRED CUSTOMERS

The New York State Public Service Commission (PSC) announced that beginning January 2007, PSC will provide Captioned Telephone relay service for the two million people in New York State who cannot understand conversation on the phone.

See http://www.ebulletin.us/stories/assistive_technology/09_06_captioned_telephone_service_in_ny/cc.pdf to read the press release. This announcement marks a grassroots victory for people with hearing loss.

You can read the Captioned Telephone story at http://www.ebulletin.us/stories/assistive_technology/09_06_captioned_telephone_service_in_ny/09_06_captioned_telephone_service_in_ny.php.

NEUTRALITY LEGISLATION GETS NEW LIFE

Labor neutrality legislation that prohibits employers from using State funds to fight union organizing has been given a boost by a California court

A federal appeals court in California reversed a prior ruling that the California law – very similar in scope to New York’s – was pre-empted by the National Labor Relations Act, thus validating the legislation.

Here in the East, a federal district court has ruled that the New York State law is pre-empted and that decision has been appealed. It remains to be seen whether the New York appeal might be successful, as was California’s, as the New York case is still pending at the circuit court of appeals level.

JUDGE DIMISSES DRA CITIZENSHIP CHALLENGE, BUT LEAVES DOOR OPEN ON FOSTER CARE INCLUSION

A Chicago U.S. District Court judge has dismissed a lawsuit challenging the validity of the new DRA Medicaid proof of citizenship documentation rules. The court ruled that plaintiffs had not met their burden of proof regarding any injuries that could be traced to the new requirement. However, plaintiffs’ attorneys announced a partial victory in that the Judge stopped short of an immediate injunction on behalf of 500,000 foster children covered by the legislation.

COURT HOLDS “NO RIGHT” TO DD SERVICES UNDER MEDICAID

A federal appeals court on Sept. 21 rejected claims by developmentally disabled individuals who said Colorado was violating federal law by failing to pay for or accommodate their needs for comprehensive residential services (*Mandy R. v. Owens*, 10th Cir., , No. 05-1148, 9/21/06).

Neither individual recipients of Medicaid-funded services in the state, nor providers serving those recipients, had a private right to bring a lawsuit seeking to require the state to provide payments sufficient to enlist enough providers to meet those recipients’ needs, the U.S. Court of Appeals for the Tenth Circuit said.

The appeals court, in so ruling, said it was joining the majority of other appeals courts that have reviewed the issue by concluding 42 U.S.C. §1983 does not create a private right of action that would allow the providers, Colorado Association of Community Created Boards in this case, to bring a lawsuit to enforce 42 U.S.C. §1396a(a)(30)(A).

That section of the Medicaid Act does not contain “rights creating language” that would then be susceptible to enforcement under §1983, the court said.

The court also ruled that requirements in the Medicaid Act that a state must provide prompt and comparable medical assistance to all Medicaid recipients did not obligate it to provide any specific services. Rather, the promptness and comparability provisions, in 42 U.S.C. Sections 1396a(a)(8) and 1396a(a)(10)(B)(i) respectively, apply only to the state’s payments for services, the court said.

In reaching this decision, the court reviewed the statutory language, concluding that the word “assistance” referred to financial assistance, not specific kinds of medical services.

“On its face, then, the Medicaid Act requires any state participating in Medicaid to pay promptly and evenhandedly for medical services when the state is presented with the bill,” the court said. “If that is all the statute requires, then the plaintiffs have no claim: they are on a waiting list for services, not a waiting list for payment for services,” it added.



NATIONAL COUNCIL ON DISABILITY RECOMMENDS EMERGENCY PREPAREDNESS PLANS FOR PEOPLE WITH DISABILITIES

The National Council on Disability (NCD) released *The Impact of Hurricanes Katrina and Rita on People with Disabilities: A Look Back and Remaining Challenges*, a guide for the President, Congress, and other emergency planners to develop inclusive emergency preparedness and response plans.

According to NCD chairperson Lex Frieden, “Hurricanes Katrina and Rita devastated the lives of many people who lived in the Gulf Coast region. Fortunately, millions of Americans opened their homes and their hearts to hurricane survivors while local, state, and federal government employees worked around the clock to evacuate and rescue people. With almost a year since the Hurricanes made landfall and wreaked havoc on the lives of many, we now have a clearer understanding of what went right, as well as what went wrong, with the response and recovery efforts.”

“People with disabilities were disproportionately affected by the Hurricanes because their needs were often overlooked or completely disregarded. Their evacuation, shelter, and recovery experiences differed vastly from the experiences of people without disabilities. People with disabilities were often unable to evacuate because transportation was inaccessible. For example, most evacuation busses did not have wheelchair lifts. Moreover, people with visual and hearing disabilities were unable to obtain necessary information pertinent to their safety because said communication did not comply with federal law. To ensure that people with disabilities do not experience similar injustices during future catastrophes, emergency plans must acknowledge and address the difficulties experienced by people with disabilities discussed within this paper, as well as include people with disabilities in rebuilding effort,” Frieden concluded.

NCD offers findings and recommendations on the impact of Hurricanes Katrina and Rita on people with disabilities to guide the President, Congress, and other emergency planners to develop inclusive emergency preparedness and response plans.

Recommendations include:

- The U.S. Department of Health and Human Services (HHS) should strengthen the Medicare and Medicaid accreditation requirement that nursing homes maintain comprehensive evacuation and emergency response plans, and HHS should strengthen its post-accreditation reviews of evacuation plan compliance.
- Congress should adopt the principles embodied in *Livable Communities* to guide the provision of reconstruction funds, promoting a Gulf Coast that includes:

- Affordable, appropriate, accessible housing
- Accessible, affordable, reliable, safe transportation
- Physical environments adjusted for inclusiveness and accessibility
- Work, volunteer, and education opportunities
- Access to key health and support services
- Access to civic, cultural, social, and recreational activities

- Community and city governments should include people with disabilities in emergency planning at all levels.

- The American Red Cross should ensure that shelters and other emergency services are compliant with the Americans with Disabilities Act and Sections 504 and 508 of the Rehabilitation Act.

Based in part on its eerily prophetic 2005 report *Saving Lives: Including People with Disabilities in Emergency Planning* (http://www.ncd.gov/newsroom/publications/2005/saving_lives.htm) that preceded the disaster, and on data emerging in the storms’ aftermath, NCD believes there is ample basis for believing that suffering was proportionally greater for people with disabilities than it need have been.

NCD hopes that this paper will receive the attention it deserves and that history will not repeat itself in this and future hurricane seasons.

For more information or to obtain a copy of the paper, please contact Mark S. Quigley at 202-272-2004.

NEW SPECIAL EDUCATION REGULATIONS

U.S. Secretary of Education Margaret Spellings announced the new regulations for Part B of the *Individuals with Disabilities Education Act*. The final regulations further the president’s goal that no child—including each and every one of America’s many students with disabilities—is left behind. By aligning the regulations with the *No Child Left Behind Act*, there is a new focus on ensuring that students with disabilities are held to high expectations.

“Thirty years ago, America’s students with disabilities were for the first time assured access to a free and appropriate public education thanks to a new law passed by Congress, now called IDEA,” said Spellings. “Yet in those 30 years, too many students with disabilities have faced what President Bush calls ‘the soft bigotry of low expectations.’ Students with disabilities can meet high standards, as long as we adults have high expectations and hold them to these standards. Thanks to the *No Child Left Behind Act*, we are holding ourselves accountable for making sure students receive the education they deserve. And with these final regulations for IDEA aligned with *No Child Left Behind*, we are ensuring that students with disabilities are challenged and prepared for successful lives.”

The final regulations conclude a process that began in January 2005 with a series of public meetings to receive input on the development of these new rules. The Department held seven meetings around the country to invite comments on the proposed regulations, which were published as a Notice of Proposed Rulemaking on June 21, 2005. More than 5,500 students, parents, educators and stakeholders responded.

The Department has prepared a user-friendly package to help guide the public through these changes. In addition to the actual text of the regulations, the package includes an analysis of the public's comments, a summary of the major changes since publication of the proposed regulations, and several appendices, including an index and additional guidance for implementing the regulations.

Once the final regulations are published in the Federal Register, the Department will also publish and widely disseminate through its Web site a set of model forms for individualized education programs (IEPs), notices of procedural safeguards and prior written notices as required under IDEA.

"I am pleased that the final regulations were completed before the new school year begins," said Spellings. "This gives parents, teachers and administrators time to become familiar with the changes prior to the start of the instructional year."

To give the American people as much time as possible to review the regulations before they take effect, the Department will post an unofficial copy on its Web site at <http://www.ed.gov/policy/speced/guid/idea/idea2004.html>. The official copy of these regulations will be published in the Federal Register in about two weeks. The final regulations will become effective 60 days after publication in the *Federal Register*.

A fact sheet on the new regulations can be found at <http://www.ed.gov/admins/lead/speced/ideafactsheet.html>.

MEDICAID REFORM

Charlie Houston, CEO of Queens Center for Progress, a long standing member of NYSRA and presently the co-chair of the ACCSES-DSPA Board of Directors announced that he will submit testimony before the Medicaid Commission. The Medicaid Commission is convening its last open meeting as it deliberates reforming the 40-year old program.

Houston's testimony will put a human face on the implication of reforming the Medicaid program, which is the single largest payer of long-term care supports and services to Americans with disabilities. He will link community-based service providers and the vital role Medicaid plays in services to people with disabilities.

According to Houston, community-based providers serve as advocates, educators, and therapists, providers of medical care, coaches, and employers for people with disabilities and their families. He will call on the Medicaid Commission to utilize providers as a "locus of knowledge" during their ongoing deliberations.

Houston's testimony, in part, reads: "Among the 1200 people we serve daily at Queens Centers for Progress are Joyce and Lona, two sisters in their 40's. Lona speaks using simple phrases and requires assistance to complete basic daily tasks such as bathing and dressing. The sisters moved into one of our residences six years ago as their parents were in failing health. Lona shares a room with Joyce, and is able to help her older sister, who has more difficulty with very simple tasks. In addition to receiving residential services, they attend one of our day programs, and are part of our Medicaid Service Coordination program."

Houston will further stress the need to improve the direct-care workforce crisis that exists.

"The ACCSES-DSPA Alliance, community-based service providers, persons with disabilities, and their families could not have a more well-respected, knowledgeable advocate testifying on their behalf today," said ACCSES-DSPA Alliance CEO and Medicaid Commissioner **John D. Kemp** of Charlie Houston. "Charlie is a leader within our field and he understands the complexity of reforming Medicaid and how certain policy changes could adversely impact the safety net provided to many vulnerable populations."

In 2004 Houston testified on Medicaid reform before the House of Representatives Bipartisan Disabilities Caucus. Houston's previous testimony was presented during a joint educational initiative jointly sponsored by the Caucus and the Disability Service Providers of America.

For more information, please feel free to contact John D. Kemp at john.kemp@ppsv.com or Brandon M. Macsata at brandon@macsata.org.

PEOPLE INC. PRESIDENT & CEO APPOINTED TO PRESIDENTIAL COMMISSION

People Inc. President and Chief Executive Officer James M. Boles, Ed.D. was selected by President George W. Bush to sit on the President's Committee for People with Intellectual Disabilities (PCPID). Congressman Thomas Reynolds (R), Clarence, nominated Dr. Boles.

The President's Committee for People with Intellectual Disabilities (PCPID), formerly The President's Committee on Mental Retardation (PCMR), is a federal advisory committee, established to advise the President of the United States and the Secretary of The Department of Health and Human Services on issues concerning citizens with intellectual disabilities, coordinate activities between different federal

agencies and assess the impact of their policies upon the lives of citizens with intellectual disabilities and their families.

The Committee produces an annual report to the President which is the product of members of the Committee resulting from a variety of conferences. All Committee activities include input from self-advocates (consumers receiving services), family members, professionals, researchers, service providers, state agency leaders, and direct support professionals.

"I am honored to receive this appointment by the President and most grateful to Congressman Reynolds for recognizing the importance of developmental and intellectual disability issues," said Boles who has headed People Inc. since 1981.

"As one of only twenty-one members, and the only representative from New York State, this gives People Inc. and all of the parents and providers the opportunity to influence policies in Washington affecting people that are developmentally disabled," said Congressman Reynolds.

"We are in the midst of celebrating our 35th anniversary this year," said People Inc. Board of Directors Chairperson Georgiana Jungels. "To think we were started by a group of concerned parents 35 years ago and now will be involved at this level is truly extraordinary," added Jungels. "We welcome the opportunity to work with others across the country."

The President's Committee for People with Intellectual Disabilities was initially organized as a blue ribbon Panel by President John F. Kennedy in 1961. Kennedy had a sister that was mentally retarded and the Kennedy family is well known for the creation of the Special Olympics. In 1966, under an Executive Order by President Lyndon B. Johnson the commission was formally established as a Committee. In 1974, new goals for the Committee focusing on deinstitutionalization, prevention and legal rights were established by President Nixon.

In 1996, a new set of goals for the Committee encouraging full community inclusion and citizens' rights were created by President William Jefferson Clinton.

On February 1, 2001, President Bush announced the creation of the New Freedom Initiative (NFI). The initiative is a nationwide effort to remove barriers to community living for people of all ages with disabilities and long-term illnesses. Boles said, "In the most integrated setting appropriate to the needs of individuals with disabilities," this initiative supports states' efforts to meet the goals of the Olmstead v. L.C. Supreme Court decision issued in July 1999 that requires states to administer services, programs, and activities.

"From a policy setting standpoint, what happens in places like Washington and Albany has a major impact on people with intellectual disabilities," added Reynolds. "Employment, healthcare, and self sufficiency are things a lot of us face but especially those with a disability."

Dr. Boles will officially start his responsibilities this week when he is in Washington, D.C. for an inaugural meeting. "I look forward to using my position on the PCPID Committee as a voice for parents, consumers and our workforce," said Boles.

It is estimated that between seven and eight million Americans of all ages, or three percent of the general population, experience intellectual disabilities. Nearly 30 million, or one in ten families in the United States, are directly affected by a person with intellectual disabilities at some point in their lifetime. Intellectual disabilities present a major challenge to the social, educational, health, and economic systems within the United States.

For more information on Dr. Boles' appointment, visit www.whitehouse.gov/news/releases. For more information on the President's Committee for People with Intellectual Disabilities, visit www.acf.hhs.gov/programs/pcpid/pcpid_about.html.

BEST PRACTICES IN TREATMENT OF LATE-LIFE BIOPOLAR DISORDER - SEMINAR OCTOBER 24

On Tuesday, October 24th from 3:00-5:00pm the Geriatric Mental Health Alliance of New York and the Westchester Department of Senior Programs and Services Geriatric Mental Health Coalition are sponsoring a best practices presentation entitled "Best Practices in the Treatment of Late-Life Bipolar Disorder."

The program will be presented by Robert Young, M.D., Professor of Psychiatry, Weill Medical College of Cornell University. It will be offered at the Weill Cornell Institute of Geriatric Psychiatry auditorium located at 21 Bloomingdale Road -White Plains, NY 10605

Those interested in attending can register by calling 212-614-6356 or via email at yhsin@mhaofnyc.org

NYSRA CALENDAR

October 2006

- Oct 17 Special LI Transition Services meeting with VESID – NYSRA members only
- Oct 20 Partnerships for Youth in Transition (Voc. Division)
- Oct 25 OPTS Conference Call 3:30 p.m.
- Oct 26 Mental Health Division

November 2006

- Nov 2 Developmental Disabilities Division
- Nov 15 OPTS Conference Call 3:30 p.m.
- Nov 16 Employment Options (Voc. Division)

EMPLOYMENT OPPORTUNITIES

EXECUTIVE DIRECTOR

Livingston-Wyoming ARC is seeking an Executive Director to join our progressive and expanding organization in the beautiful Finger Lakes area. Our non-profit, family-based organization provides a broad range of services to children and adults. Programs include Head Start & Pre-School for Children, Residential & Vocational Services for Adults and Day Habilitation Programs for Seniors. Candidates should possess the following qualifications:

- Master's degree in public or business administration or related field with a minimum of 10 years experience in the human services field, 5 of which must be in a leadership capacity.
- Strong background in financial, operations and human resources management, fundraising and marketing.
- Strong leadership experience with a proven track record of establishing strategic vision, implementing vision and getting results.
- Excellent organization and communications skills.
- Experience working with people with OMRDD.
- Experience working with a volunteer board of interested and concerned parents.

Please send resume and salary requirements by September 1, 2006 to: LWARC, Search Committee, C/O Brent Lefler, 18 Main Street, Mount Morris, NY 14510 or blefler@lwarc.org. EOE.

VP OF BUSINESS SERVICES

Position reports directly to the CEO and is responsible for providing leadership in the development, implementation and evaluation of the operational plans for Industrial Operations, Custom Cleaning, Food Services and Marketing Departments. This position will function within Gateway Community Industries core values of Respect, Hope, Team Work and Excellence.

The ideal candidate will possess the following qualifications:

- Bachelor's Degree in Business or related field with 10 years of progressive experience in a business environment, 5 years of which are at the management level -Master's Degree preferred.
- Experience in the Rehabilitation Services environment with an ability to balance agency revenue goals and providing vocational opportunities.
- Experience in Government Procurement Contract Management is a strong plus.
- Excellent organization and communication skills with an ability to work in diverse teams a must.

Excellent benefits including 11 paid holidays, 3 personal days, 12 sick days, 2 weeks vacation in your first year and 3 weeks after your first anniversary, health, dental, vision, retirement, tuition reimbursement and much more! If you are a qualified candidate, please submit your resume and **salary history** to: Fax:845-331-2112

Email: humanresources@gatewayindustries.org

Mail: Gateway Community Industries PO Box 5002, Kingston, NY 12402, Attention: Human Resources.

Equal Opportunity Employer.



Safety Administration Manager

If you have been searching for the "Career of a Lifetime" you would most likely find it at Lexington. Located in upstate New York, we are a true human services career experience. Lexington is a thriving, half-century-old, non-profit organization that has been built on the honored commitment that "people come first." With programs located throughout historic Fulton County, in the foothills of the Adirondacks, our mission is to serve adults and children with disabilities, and our dedication to providing the highest quality services ranks second-to-none. We are 1300 employees and \$60 million dollars strong, and are preparing for a major expansion of services over the next three years. In preparation, we are searching for the best and the brightest individuals to add to our **Management Team** to help shape our future.

Because Safety is a Top Priority at Lexington, we are developing a Safety Administration Manager position designed to provide leadership and guidance across the organization. This important position will promote a standard of excellence in all areas of safety administration including OSHA compliance, worksite evaluation, best practice and policy development, and the assurance of a safe workplace. This position will report to the Director of Human Resources and work collaboratively to implement/improve safety practices in concert with Lexington's Mission.

QUALIFICATIONS: The successful candidate will have a strong foundation in safety administration, experience managing Worker's Compensation programs; ability to efficiently problem-solve and drive new initiatives; and demonstrate a proven ethical and professional work approach. Candidate must have exceptional listening, verbal and written communication skills, as well as organizational and analytical skills. Must be able to effectively interface with management and staff at all levels. Bachelor's Degree in a relevant field and at least two years management experience is required.

Lexington offers a competitive salary and generous benefits plan along with an opportunity to work in a nurturing, team-centered environment. To be considered please submit cover letter and resume to:

Lexington Center
Human Resources Department
127 East State Street, Gloversville, NY 12078
(518) 773-7931 Fax: (518) 775-1333
Email: hr@lexcenter.org
www.lexingtoncenter.org