

## IMPORTANT EMPLOYEE RESOURCES AND INFORMATION

### A Note From Human Resources: The Importance of Being a Smart Healthcare Shopper

At **The Arc Lexington**, we are committed to supporting employees not only in the work you do every day, but also in your health, financial wellness, and professional growth. This month's *HR Updates* highlights several resources and opportunities designed to help you make the most of the benefits available to you.

One of the most important themes in this issue is being a **smart healthcare shopper**. Many employees may not realize that **where you receive services such as lab work, imaging, or outpatient testing can significantly impact your out-of-pocket costs**. By choosing preferred providers in the CDPHP network, many services — including bloodwork, radiology, and even advanced imaging like MRIs or CT scans — may be available at **no cost to you** when performed at certain facilities.

Lexington has a self-funded health plan, the organization pays employee healthcare claims directly.

When employees make cost-effective healthcare choices, it helps reduce overall healthcare costs—  
A quick check before scheduling a medical test could mean



**\$0 for you and more money in your pocket.**

This issue also includes several additional updates and opportunities for employees:

- **Safe Environment and Wellness Meetings –**  
Upcoming sessions where staff can learn about workplace safety, wellness topics, and contribute ideas to strengthen our safety culture.

- **Healthy Living Tips –**  
In recognition of National Nutrition Month, we share ideas about the benefits of a plant-based diet and simple ways to incorporate healthier foods into daily meals.
- **Financial Wellness Resources through the EAP –**  
Helpful tools including financial coaching, budgeting resources, and courses to support employees in managing finances and planning for the future.
- **Professional Development Opportunities –**  
Information about the NADSP Microcredential Program and how staff can advance their careers in direct support services.
- **Retirement Planning Support –**  
Opportunities to meet with financial advisors from Corebridge Financial for a complimentary retirement consultation.
- **Employee Milestones and Celebrations –**  
Recognizing the dedication and service of employees celebrating work anniversaries and retirements across Lexington.

Your work is the heart of Lexington's mission, and our goal in Human Resources is to ensure you have the tools, information, and support you need to thrive both personally and professionally. We highly encourage you to explore the resources in this newsletter and take advantage of the many benefits available to you.

Thank you for the care and dedication you bring to the people we support every day.

Associate Executive Director, Human Resources

# BE A SMART HEALTHCARE SHOPPER

## Did You Know? Some Medical Tests May Cost You Nothing

Did you know that **where you go for lab work, imaging, and other outpatient services can affect how much you pay out of pocket?**

By choosing **preferred providers**, you may be able to **reduce or even eliminate your copayments** for certain services. When employees make cost-effective healthcare choices, it helps lower overall healthcare expenses for the organization. You can pay **\$0 out-of-pocket** when services are performed at:

### USE PREFERRED PROVIDERS —PAY \$0

- CDPHP Preferred Outpatient Facilities
- **St. Mary's Healthcare – Amsterdam Memorial Hospital**



These locations cover many services **at no cost to you** when they are part of the **CDPHP Preferred Provider Network (PPN)**.

### SERVICES THAT MAY BE COVERED AT \$0

When performed at a preferred facility or **St. Mary's Healthcare – Amsterdam Memorial Hospital**, the following services may be fully covered:

#### Diagnostic Testing

- X-rays
- Bloodwork
- Outpatient laboratory services
- Radiology

#### High-Tech Imaging

- CT scans
- PET scans
- MRIs

#### Other Covered Services

- Outpatient surgery at an ambulatory surgery center or free-standing surgical facility
- Obstetrical procedures
- Physical, Occupational, or Speech Therapy  
*(limited to 30 combined visits per year)*

### IF YOU DO NOT USE A PREFERRED PROVIDER

Costs may apply if services are performed outside of the preferred network:

### IMPORTANT NOTE ABOUT MRI SERVICES

- Diagnostic Testing Cost: \$50 copayment after meeting deductible
- High-Tech Imaging (CT, PET, MRI) Cost: \$150 copayment after meeting deductible
- If you use St. Mary's Healthcare for your diagnostic testing and high tech imaging, there may be no cost to you.

### HOW TO FIND A PREFERRED PROVIDER

Before scheduling testing or imaging, search for a preferred location: [findadoc.cdphp.com](http://findadoc.cdphp.com)

You can quickly locate labs, imaging centers, and facilities that are part of the **CDPHP Preferred Provider Network (PPN)**.

### WHY IT MATTERS

Making informed healthcare choices helps keep costs down for both employees and the organization.

A quick check before scheduling a test could mean **\$0 for you—and more savings for everyone.**



# NEWS FROM HEALTH & SAFETY

## Safe Environment and Wellness Meeting

Safety is one of our top priorities and we would like to thank everyone who attended our recent **Safe Environment and Wellness Meetings**.

During these meetings, we shared information related to wellness and safety best practices, as well as having an open discussion about areas where we can improve safety.

Your participation is vital in building a culture that prioritizes the health and safety of all members of our Lexington family.



## Required Notice: Employee Access to Medical

We are required to inform you of your right to access all records maintained by Lexington that reflect your exposure to any toxic substances or harmful physical agents. We are also required to inform you of your right to access any medical records we maintain related to you with certain exceptions.

Click [here](#) for specifics. If you have any questions, please do not hesitate to contact the Safety Team at **(518) 775-5473**.

Tell State Leaders  
**TO INVEST IN YOU**  
in the NYS Budget!



## Help Us Speak Up Today!

Tell the legislature to support people with disabilities in One-House Budget bills.

We are calling on legislators to prioritize people with disabilities and the staff that care for them in the 2027 Executive Budget.

Scan the QR Code above to get more information and to send your legislators a message using the online form letter.

Don't forget to include your entire address when completing the form!

### Lexington's Mission

*We empower people with autism and developmental disabilities to live their best lives, every day, by partnering with their families, our employees and our community.*

# Strengthen Your Financial Future with EAP

April falls right in the heart of tax season, one of the smartest times of year to take a closer look at your overall financial health. Filing your taxes puts your income, expenses, and savings into focus, making it an ideal moment to step back, resent priorities, and plan for the year ahead. Let tax season be more than a deadline — use it as a springboard toward greater financial control.

Start by reviewing where your money is going. A quick budget check can help identify leaks such as subscriptions you no longer use or expenses that have quietly crept up. Even modest adjustments can free up cash for savings or debt reduction. If you get a tax refund, use part of it strategically to build an emergency fund, pay down debt, or jump-start a long term goal. Next think about your financial goals for the year ahead. Do you want to reduce credit card balances, boost retirement contributions, or better manage monthly expenses? Set one or two realistic goals and break them into manageable, achievable steps.

Finally, remember that you don't have to figure everything out on your own. Your EAP has a wealth of financial tools to help with budgeting, debt management, and long-term planning, especially, during times of economic uncertainty.

These include:

- Certified Financial Coaching
- Personal Finance and Investing Courses
- Self-Help Financial Tools
- Financial Calculators
- Lifestyle Savings Benefits
- Counseling and Coaching.

Explore these and other free tools by logging in at: [www.theEAP.com](http://www.theEAP.com) or call 1-800-252-4555 for help!

# Learn More about the NADSP Microcredential Program

**Did you miss the informational sessions about the NADSP Microcredential Program?** That's okay! We'd be happy to schedule a time to meet with you and walk through this incredible professional development opportunity in more detail.

There is **no cost to employees**. All tuition and textbook fees are fully covered, and participants who complete the full program (**DSP 1, DSP 2, and DSP 3**) receive a **\$750 stipend** upon completion.

Graduates of the program gain valuable new skills, insights, and techniques that enhance their work supporting others. In addition, participants earn **college credits** that can be applied toward future coursework or a degree program.

This program is a great opportunity for **Lexington employees interested in professional growth and career advancement**. To learn more or schedule a conversation, please contact **Courtney Mickels** at (518) 775-5422 or [Mickelc@thearclexington.org](mailto:Mickelc@thearclexington.org).



**ELEVATE YOUR CAREER:  
GET NADSP  
CERTIFIED  
@ SUNY FMCC.**

**TAKE THE NEXT STEP IN PROFESSIONAL EXCELLENCE**

Are you a DSP looking to validate your skills, increase your earning potential, and gain national recognition? The NADSP E-Badge Academy is your pathway to professional certification!

**BECOME CERTIFIED AT NO COST TO YOU**

The DSP Program through SUNY FMCC is fully funded by OPWDD and offers stipends for completion of the NADSP Certification.

Courses are 100% online with tuition, fees, books, and laptops are included at no cost, making it easy to balance learning with life.

**EARN UP TO \$2,250 FOR CERTIFICATION**

**1 DSP 1 \$750 Stipend**

HUS100 - Intro to Helping Professions  
HUS215 - Developmental Disabilities Studies  
HUS216 - DSP1 Portfolio/E-Badging with NADSP

**2 DSP 2 \$750 Stipend**

HUS 101 - Intervention Skills & Practice  
PSY 101 - General Psychology  
PSY 225 - Counseling the Individual  
HUS 217 - DSP2 Portfolio/E-Badging with NADSP

**3 DSP 3 \$750 Stipend**

HUS 218 - DSP3 Portfolio/E-Badging with NADSP

[DSP@fmcc.edu](mailto:DSP@fmcc.edu) | 518-736-3622 ext. 8931

**Fulton-Montgomery**  
A State University of New York Community College

**The Arc**  
Lexington  
New York  
Office for People With  
Developmental Disabilities

# LEXINGTON EMPLOYEE MILESTONES

*Congratulations and thank you to the following employees celebrating milestones in February and March.*

## 35 Years

Lori Cassaro, Residential, March 4  
Doreen Lavada, Residential, February 4  
Mary Putman, Clinical, February 4

## 30 Years

Lynette May, Administration, February 5  
Maria Nestle, Administration, March 2

## 25 Years

Nancy Hadland, Medical, February 12

## 20 Years

Richard Fonda, Residential, February 20  
Angel Lopez, Residential, March 6  
Carol Thompson, Residential, February 6

## 15 Years

James Chittenden, Residential, February 7  
Delania Laport, Residential, February 7  
Natasha Mamrosh, Residential, March 13

## 10 Years

Ashlee Hazzard, Residential, February 7  
Desiree Lewis, Residential, March 7  
Andrew Mott, Maintenance, March 21  
Carly Ryan, Residential, March 7  
Krystal Wilkins, Residential, March 21

## 5 Years

Brittney Baker, Residential, February 13  
Pamela Busch, Accounting, March 15  
Kaleigh Clark, Day Habilitation, February 8  
Kayla Cross, Employment, March 28  
Marc Debardelaben, Residential, March 15  
Kira Morrison, Residential, February 22

## 1 Year

Amy Allen, Residential, March 28  
Shawn Allen, Residential, February 10  
Marissa Barton, Transitions, February 24  
Mitchell Blackwood, Residential, March 27  
Nicholas Chamberlain, Residential, March 29  
Ruperta Cofresi, Residential, February 2  
Allison DeLair, Residential, February 10  
Colby Ford, Residential, February 12  
Michele Fountain, Residential, March 31  
Lonnie Hardy, Residential, March 31  
Rebecca Horender, Residential, March 10  
Katie Kidder, Employment, February 10  
Mystia Kirby, Residential, March 31  
Shane Kisielis, Residential, February 24  
Christina Kuebaugh, Residential, February 10  
Caitlin Lawton, Residential, March 31  
Alica Maiola, Residential, February 2  
Dina Mayse, Day Habilitation, February 24  
Megan McCann, Residential, February 2  
Michael McKinley, Employment, March 31  
Robin Mendetta, Medical, March 31  
Crystal Miller, Residential, March 31  
Zackariah Morey, Residential, March 31  
Tyler Newkirk, Residential, March 10  
Riley Poulin, Administration, March 13  
Lilah Ramsey, Medical, February 24  
Mackenzie Ropeter, Residential, February 24  
Torrie Rulison, Transitions, March 31  
Amoni Smith, Residential, February 24  
Delilah Steele, Day Habilitation, February 24  
Jacob Walker, Residential, March 31

## Lexington Retirees

Edwin Ford, Family Services, 22 Years of Service  
Dana Walker, Day Habilitation, 45 Years of Service

For assistance with any Human Resources related matter or information, contact a member of the Human Resources team at:  
<https://bit.ly/LexingtonHRContacts>

This newsletter will be archived at the following link: <https://thearclexington.org/hr-updates>  
*Managers, please post and distribute to all employees.*