



Creating Opportunities for Happy Lives

April 01, 2022

Dear Staff,

Over the past few months we have shared information with you regarding FMAP funding that will result in bonuses for Direct Support Professionals (DSPs) and Frontline staff (as defined by OPWDD 200 codes). This funding provides four separate bonus payouts as specified below.

Schedule of PRIOR FMAP Fund Distribution

1. **Hero's Bonus** of \$1000 (full-time) **was** distributed in December.
2. **COVID-19 Vaccination Bonus** of \$500 (full-time) **was** paid between December 2021 – February 2022.

Schedule and Eligibility for ADDITIONAL FMAP Fund Distribution

3. **Longevity Bonus** is available to Traditional DSPs and Frontline Staff that worked the period of time between 04/01/2020 and 03/31/2021. There is a different time period for Self-Directed Staff that worked between 09/01/2020 through 08/31/2021. This bonus payment will begin in April and be paid **over a span of three months** in separate paychecks on the following days: 04/22/2022, 05/20/2022 and 06/03/2022. To receive these bonuses, you must be employed at the company on the dates of distribution.
4. **Retention Bonus** is available to Traditional DSPs and Frontline Staff that worked the period of time between 04/01/2021 and 03/31/2022. There is a different time period for Self-Directed Staff that worked between 09/01/2020 through 08/31/2021. This bonus will be paid **over a span of three months** in separate paychecks on the following days: 06/17/2022, 07/15//2022 and 08/26/2022. To receive these bonuses, you must be employed at the company on the dates of distribution.

5. Formula for Payment Calculation

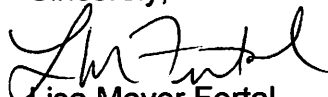
The Longevity and Retention Bonus will be calculated relative to DSP and Frontline staff annual base salary for the period of time indicated for both bonus periods. Therefore, individual employees will receive different bonus amounts. Please understand that the guidelines for distribution, determination of eligibility and calculations for earned bonuses were determined by OPWDD. A bonus increases

your salary but is taxed differently from regular income. Instead of adding it to your ordinary income and taxing it at your tax rate, the Internal

Revenue Service (IRS) considers bonuses to be "supplemental wages" and is taxed at a flat 22% federal withholding rate and for New York State "supplemental wages" is taxed at a rate of 11.70%, plus social security tax.

We greatly appreciate the work you perform to support and enhance the lives of the individuals we serve. We are excited and proud that the state and federal governing bodies have approved these funds recognizing the value of your contributions to individuals with intellectual and developmental disabilities, and society as a whole.

Sincerely,



Lisa Meyer Fertal
Executive Director



Walter W. Stockton
President and Chief Executive Officer