



HR Professionals Conference

April 24-25, 2018

PANEL MEMBERS

Discussion On Implementation Of 3.25% Increase

MIKE ALVARO, Executive Vice President, CP of NYS

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Michael A. Alvaro is the Executive Vice President for Affiliate Services at Cerebral Palsy Associations of New York State (CP of NYS). Mr. Alvaro joined the Agency in October 2003.

In his role as Executive Vice President for Affiliate Services, Mr. Alvaro directs the activities of the Affiliate Services Office in Cohoes, and works on regulatory and policy issues at the State level. The Affiliate Services Office of CP of NYS organizes and coordinates service to 24 Affiliates, including technical assistance on programmatic and funding issues, as well as legislative advocacy. Mr. Alvaro is also responsible for coordinating Statewide Staff Committees, the Elks Home Service Program and the CP of NYS Annual Conference.

Mr. Alvaro has spent more than 20 years in the healthcare field. Prior to joining CP of NYS, he worked at the Hospital Association of New York State (HANYS), the Hospital Trustees of New York State and, as Vice President at Iroquois Healthcare Alliance. While at Iroquois, he initiated cooperative efforts among hospitals, developed advocacy efforts on behalf of its 58 upstate hospital and health system members, and established one of the State's first health information exchanges (HIXNY). He also has experience in staff development, fiscal management and governance issues, membership services and marketing.

NATHALIA BERGER, Director of Human Resources, Heaven's Hands Community Services

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Ms. Berger is a dedicated Human Resources professional with over a decade of experience driving organizational operations within the areas of Human Resources, program management, and staff leadership development.

Eighteen years ago Ms. Berger's career path started as a Direct Support Professional. She quickly was identified as someone who had the ability to lead and was promoted to manage In-home community based programming. In 2010, Ms. Berger pursued a career opportunity outside of the DD/ID field, as the Administrative Officer for the Government of Fiji at the United Nations. There, she dealt with everyday logistics, UN peacekeeping and budget operations for Fiji's New York offices, including oversight of administrative and executive management for Fiji's Ambassador, Prime Minister, and President. In 2016, Ms. Berger wanted to return to her roots in Human Services and took the role of Director of Human Resources at Heaven's Hands Community Services.

Ms. Berger is also an Adjunct, Assistant Professor at Long Island University and lectures on Human Resource Management and Managerial studies.

Ms. Berger holds her B.A. in Human Service Administration and a M.S. in Human Resource Management.

PANEL MEMBERS *(continued)*
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BETHANY BROWN, Director of Human Resources, Racker

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Bethany Brown is the Director of Human Resources at Racker in Ithaca, NY. Long ago she graduated from SUNY Potsdam with her Bachelor's in Psychology and from Clarkson University with her Master's in Human Resources. She has spent the past 15 years of her career at Racker working in Human Resources. She began her HR career in human services and immediately fell in love with the field. This was only further solidified after her youngest son received early childhood therapy services for several years and got to experience firsthand the dedication and expertise of the staff. Her continued professional vision is to create the best work culture for employees.

GARY S. DREYFUSS, Senior Vice President of Human Resources, ADAPT Community Network

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Gary Dreyfuss is the Senior Vice President of Human Resources for ADAPT Community Network, formerly United Cerebral Palsy of New York City. Gary has been with ADAPT since August 2013 with responsibility for all Human Resources for over 3500 employees in New York City and Long Island. He oversees Payroll, Benefits Administration, Employee and Labor Relations, and HR Administration. Gary is a graduate of Seton Hall University with a BA in Psychology and William Paterson University with an MBA degree.

Gary has well over 30 years of experience in the "for profit" corporate world prior to joining ADAPT having held senior level positions for several major manufacturing firms and service organizations. Most recently, and for the past 17 years, Gary was the Vice President of Human Resources for Frederick Goldman, Inc., a major manufacturer and distributor of fine jewelry including wedding and engagement rings. Gary is a member of the Society for Human Resources Management and co-chair of the Human Resources Committee of the InterAgency Council of Developmental Disabilities Agencies, Inc.

ROBERTA KOENIGSBERG, Chief Administrative Officer, ADAPT Community Network

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Roberta G. Koenigsberg is the Chief Administrative Officer at Adapt Community Network, formerly United Cerebral Palsy of New York City. She is a Phi Beta Kappa graduate of Barnard College and holds a J.D. from New York University School of Law where she was a Root-Tilden Scholar. She also holds a Graduate Certificate in Healthcare Compliance from George Washington University. Ms. Koenigsberg has spent over thirty years involved in the needs of nonprofit organizations, particularly those serving individuals with disabilities. She has provided guidance in the areas of compliance, privacy, legal operations, board relations and governance, strategic planning, risk management, internal controls, audit preparation and defense, employee relations and benefits, and financial operations. After a decade in private practice, Ms. Koenigsberg worked for the Young Adult Institute, Inc. for twenty years in a variety of management and executive positions, including Chief Compliance Officer. Since 2015 she has been the Chief Administrative Officer for ADAPT where her responsibilities include oversight of the organization's compliance and HIPAA programs, Human Resources Department and real property and administrative matters. She has served on Committees of the Association of the Bar of the City of New York in the areas of health and education and served as Chair of the Committee on Legal Issues Affecting People with Disabilities.