



Alliance for the Betterment of  
Citizens with Disabilities

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### Empowering People: Providers Shaping Policies

#### ABCD Response to Susan K. Livio's NJ.Com Article, Are They Making Too Much? Salaries of NJ Group Home Executives

We thank Ms. Livio for her article and view it as an important initial step in the dialogue about whether executives who run DDD programs are receiving fair compensation for their efforts.

Further discussion about executive salaries must be comprehensive and prudent with the inclusion of:

- The agencies' total number of programs and services, individuals served, and people employed in addition to total revenue and the number of individuals in the agencies group homes.
- An understanding that the transition from contract based to FFS demanded substantial and substantive changes, utterly transforming the role of the executive.
- Consideration that because executive talent is transferable, a cap only in the DDD service sector risks staff departure to other human and health care services which are not subject to the cap.
- Consideration of established salary guides which help to ensure agency compensation is internally equitable and externally competitive rather than random rates with a COLA add on.
- The creation of strong regulatory oversight, clear accountability measures and transparency to ensure that the primary focus is the well-being of the individuals, rather than purely financial gain.

We look forward to continuing the dialogue on the issue of executive compensation.

January 6, 2026