

Frequently Asked Questions
March 2021

COVID

- **Has the guidance for gatherings and/or travel changed now that people have been vaccinated?**

We are still requesting that you submit your travel notification and/or the gathering notification--- these processes are important to help mitigate the spread of COVID for the safety of your co-workers and our program participants. *While most suggested quarantine periods are being reduced to 0 days, we are making the quarantine decisions based on all the factors surrounding your plans.* If you plan to travel outside of the United States, you should plan for a 14-day quarantine.

Complete the [gathering notification and/or travel notification forms for upcoming planned activities](#).

- ✓ Report your travel using the [Travel Notification form](#)
- ✓ If you plan to engage in larger gatherings (10+) outside your home or elsewhere, we are asking you to complete the [Gathering Notification](#)

CDC Travel Guidance: <https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html>

- **What are the parameters for visiting with family for those of us who have received both doses of the Moderna vaccine? Group size, geographic location, etc.**

The CDC guidance indicates that two weeks after an individual receives the Moderna vaccine they are considered fully vaccinated. UCP does not regulate visitation with family members. The current CDC guidance is that families can resume face to face contact if individuals are fully vaccinated and the gatherings are kept between families. UCP does request advanced notification if you are going to gather in larger group settings above 10 people. We ask that you complete the gathering notification/or travel notification form as indicated above for upcoming planned activities.

- **If an SSP has been vaccinated two weeks prior to being exposed to COVID-19, will we follow our historical protocol for quarantine, or is there a different protocol for those who have been vaccinated?**

Currently UCP is awaiting further guidance from the oversight entities on this topic. Although an SSP/DSP may be fully vaccinated they could possibly still be a carrier of the virus and increase the risk to other unvaccinated participants and staff. As a result, we will evaluate each exposure on a case by case basis taking into consideration if the participants and other staff have also been fully vaccinated. Once we receive additional guidance, we will be modifying our approach to align with the most current recommendations.

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- **As part of our job function, we are expected to go to assisted living facilities, senior centers, and other similar locations. We are receiving requests to resume our visits for demonstrations that are often large group. Given that we have now been vaccinated, should we be scheduling these requests?**

There are many factors to consider when completing on site demonstrations to assisted living facilities, senior centers, or other locations. Our decisions will be based on the most recent CDC guidance and each facilities' internal protocols. While we want to be accommodating to the request, we must also evaluate the safety of having on site demonstrations and the numbers of persons scheduled to attend any such event. We will evaluate these requests on a case by case basis.

Human Resources

- **Do staff max out at a certain pay rate for each position, thus making them ineligible for raises?**

Each position has a corresponding pay range. Employees whose pay rate is greater than the maximum range for a position may receive a lump sum payment equivalent to the increase they would have received if their wage were adjusted with the normal cost of living increase.

For example if an employee makes \$30,000 a year and they are at the maximum for their position, and the agency was providing a 3% increase, then the employee would get a lump sum payment of \$900 as opposed to an increase in their wage.

- **Health insurance costs may be a barrier to hiring and retaining employees. When does the current contract for health insurance end? When will UCP begin exploring other insurance options? What feedback will be solicited from employees?**

Our current contract for health insurance ends on 31 December 2021. Each year (usually starting the process in September), we evaluate our current plan as well as look at other possible options that may be available to us. As part of that evaluation, we look at both cost as well as plan design to ensure that whatever we select for our employees is as affordable, and as comprehensive, as possible. Again, this year, we will conduct our benefits survey to get as much feedback as possible from our employees on what they both need and want. Additionally, we are planning to form a focus group of interested employees who will have an opportunity to help us digest the results of the survey and make recommendations on options that we should pursue as part of our evaluation process.

- **Are biometrics required for 2021 wellness program?**

Biometrics are not required for the 2021 plan year. However, if you wish to measure your continued progress on your journey toward wellness, you may wish to get the screening done again. If you are covered under our health insurance with Capital BlueCross, the screening can be done free of charge at any of the Capital BlueCross retail stores.

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- **When will the required classes for the 2021 wellness program be available?**

Courses are available now for the 2021 wellness program. It is recommended that you get started early so you can have enough time to complete the wellness requirements to be eligible for the health insurance discount or incentive stipend in 2022.

Fleet Safety System

- **What is the status of the vehicle fob system? Is it helpful or not?**

We installed the GeoTab fleet tracking system in all agency owned vehicles in early 2019. We made the decision to move forward with this system after a pilot revealed that we had an opportunity to improve the safety of program participants and staff while involved in transportation. The system is designed to improve driving behaviors, like speeding and idling, by playing an audible alert. Immediate feedback can enhance fleet safety, reinforce company policy and encourage your drivers to take immediate corrective action. We use the data from the system to generate driver report cards and offer coaching when drivers are in the high-risk category. The implementation of the GeoTab system has had a positive impact on the driving behaviors of the staff (including reduced accidents)—and so we plan to continue using to help ensure everyone is safe in a UCP vehicle.

Can the volume be adjusted on GeoTab alerts?

Unfortunately, the volume for the audible alerts cannot be adjusted.