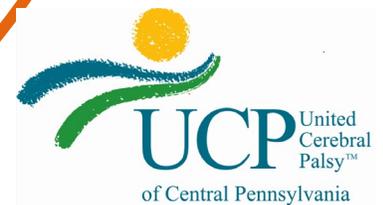


TOWN HALL

Janeen Latin

President/CEO

March 15, 2023



THINGS TO KNOW

Employee Appreciation

Mission Focused
ROCKSTAR 

Developmental Disabilities
Awareness Month



Developmental Disabilities
Awareness Month 2023

Beyond the Conversation

#DDAM2023

Advocacy



THINGS TO KNOW

Operations

Licensing

Completed

- CPS Harrisburg West (1/3)- one violation related to ISP signature page

Upcoming

- CPS Harrisburg East (3/27)

Staff Updates

- Violet Mwangi, now Director of Residential and Clinical Services
- Jennifer Walters, now Manager, Residential Services
- Cassie Knepp, now Manager, Residential Services

CPS Carlisle Flowerpot Sale



\$6 Pots

\$1 Seed Bombs

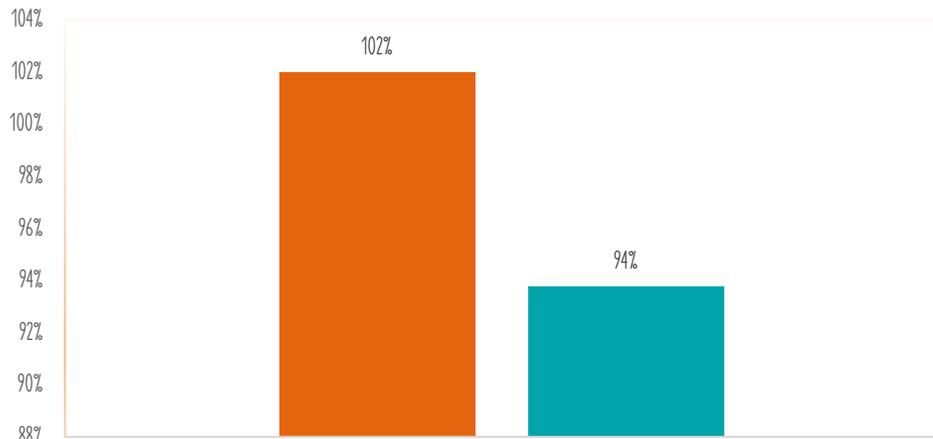
Money Due: 4/21 and Deliveries: 5/19

Nicole.Henry@ucpcentralpa.org

THINGS TO KNOW

Financial- July 2022-December 2022

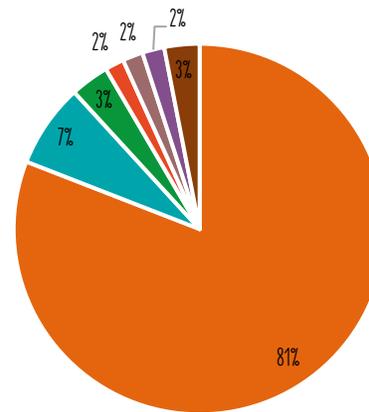
Revenue & Expense Compared to Budget



Actual Performance to Budget (FY23) %

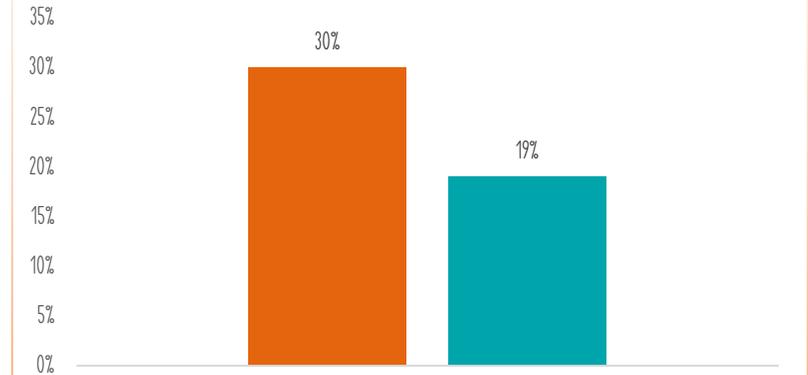
■ Total Operational Revenue ■ Total Operational Expenses

Where do we Spend our Money?



- Salaries and Payroll Taxes
- Health and Other Benefits
- Occupancy/Facilities
- Information Technology, Communication
- Transportation
- Consumer Expenditure
- Others

Revenue & Expense Compared to FY22



Increase over FY22 Performance %

■ Total Operational Revenue ■ Total Operational Expenses

THINGS TO KNOW

Personnel

Total Employees- 1584

- Admin-42
- AWC-24 (SSPs 1,241)
- Childhood & Ancillary-27
- CPS-83
- Employment & Community- 27
- Residential-140

Hires

Since July 1, we hired 109 employees.

- Admin-2
- AWC-5 (SSPs 323)
- Childhood & Ancillary-3
- CPS-42
- Employment & Community- 7
- Residential-49

90 open positions

Net Gain:
11

Turnover

Since July 1, we lost 98 employees*.

- Admin- 5
- AWC-0 (SSPs 327)
- Childhood & Ancillary-3
- CPS-31
- Employment & Community- 10
- Residential-49

*29 hired in FY23- 29.5%

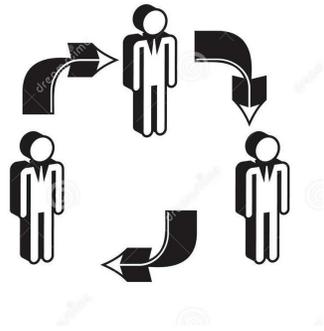
Data current through March 5, 2023

RETENTION

It's Everyone's Business

Turnover is expensive!

- \$640K++ (FY23)



Brainstorming

- Executive Team- November 2022
- Leadership Team- March 2023
- All Supervisors- April 2023

Combine feedback to develop path forward- More Soon!

Strategies

- Tapcheck
- Career Pathfinder
- Mentor Program
- Relationships
- Increased Recognition
- Stay Interviews
- Financial Wellness Program

"People leave because of the accumulated emotions of everyday problems"

THINGS TO KNOW

Benefits



Health Plan

- **Don't freak out!** Our plan is high-deductible, but UCP funds much of the deductible expense.
- Coming soon: Benefit Resource Center
- Reach out to HR Help desk with questions about benefits and your contribution obligations.

Wellness

- Simplification coming in 2023
- People who waive insurance will not have to complete wellness
- Stay tuned for more info in May 2023

Employee Assistance

- ComPsych® GuidanceResources®
- Counseling (5 visits)
- Legal, work-life resources, and more
- Download App Guidance Now
 - *username: LFGSupport*
 - *password: LFGSupport1*



CAREER PATHFINDER

Professional Development/Credentialing Opportunities for staff in ODP funded programs

About

- Launched January 26, 2023
- Credentialing funded through Office of Developmental Programs
- Opportunity for bonus (ODP funded) and wage increase (UCP funded) for agency employees

Enrollment

- 63 agency employees
- 8 AWC SSPs

CONGRATULATIONS!!!

DSP I Credential Achieved:

- Jonathan Moody
- Kathryn Keefer

HOW YOU CAN HELP...

- Refer a Friend to work at UCP...
- Share jobs on social media
- Post recruitment yard signs/ Hang flyers
- Encourage Coworkers to checkout UCP Connect (Intranet)
- Sign up to walk on behalf of UCP
- Reach out to your legislator about state budget

WHAT TO WATCH FOR IN THE COMING MONTHS...

- More information about how you can help with RETENTION!
- More information about how you can help with the 70th Anniversary
- Results from the DE&I Survey

DATES TO REMEMBER

1

May 5- Employee Staff Retreat, Vibrant Celebrating 70 years

2

May 20- Walk for a Healthy Community; HACC
[Sign up to walk!](#)

3

June 15- Town Hall

4

June 17- Sports Memorabilia Auction; Harrisburg City Island Volunteer Ops

5

July 12- Summer Carnival; 55 Utley

QUESTIONS?
