

TEAM UCP Newsletter

February 2015

#Communicate #Serve #Grow #Sustain

Happy Valentine's Day

A Message from the CEO By: Doug Bergman

One of our four pillars, which are the foundation of UCP of Sacramento & No. CA, is Communication! We take each one of these pillars very seriously and a great example of that, is the recent rollout of our new Merit Program. You communicated to us your desires to move up in this organization and asking how you could increase your rate of pay! These are things we all desire in our work and we recognize how important this is to your feelings of job satisfaction. So we heard you loud and clear and worked to put this program together to respond to your requests.

We believe, for the first time in UCP's long history, there is a clear growth path for our DSP's and Drivers to move up and to earn more for the wonderful work you are doing for our clients. Keep up the great work, keep communicating to your Leadership Team and we promise....we are listening!



Program Spotlight: By Eric Ciampa

New Merit Program for UCP DSP's and Drivers

This month UCP rolled out a new merit program designed to provide opportunities for UCP's Drivers and DSP's to gain promotions and rate increases. UCP worked with our program managers to come up with a system that is fair and rewards team members who are doing great work, stick around and meet reasonable performance goals.

The first promotion and bump in pay for DSP's and Drivers can come as early as six months after a team member's promotion into their current position. Once a team member meets the qualifications, they are immediately eligible to schedule a review with their Program Manager and possibly move to a level two Driver or DSP. After an additional 12 months, Drivers and DSP's may be eligible to move up to a third level with an additional pay increase, if they meet the qualifications. Finally, once a Driver or DSP attains the third level, they continue to be eligible for additional merit increases each year on their anniversary date.

This Merit Program requires UCP to change how we do appraisals for all UCP Team Members. Starting this year, Team Members' annual appraisal will now be scheduled in the anniversary month that they were hired into their current position. Team Members will automatically receive a merit review during their appraisal each year; but if a Team Member believes he or she could qualify for a merit increase before their next appraisal date, they do not have to wait. Each Team Member can request an additional appraisal and/or merit review one time each year.

UCP has not received a rate increase from the state to pay for these increases, and this new program will cost UCP more money. But we believe in our Team Members and we want to find ways to reward our fantastic employees who work so hard for our clients. If you have questions, feel free to ask your manager, or call/ email Eric at (916) 283-8305 or eciampa@ucpsacto.org or Laurie at (916)283-8325 or lgwinn@ucpsacto.org.

CONGRATULATIONS! February 2015 ANNIVERSARIES

Terrence West, Respite	21 yrs
Wayne Her, CLAS	7 yrs
Martha Huerta, Trans	7 yrs
Kate Pride, Respite	6 yrs
Sandra DeMendoza, Respite	6 yrs
Sally Yu, Respite	5 yrs
Amber Daly, TR2	5 yrs
Torri Yi, Respite	5 yrs
Kylie Monteiro, Respite	4 yrs
Valencia Garcia, Respite	4 yrs
Angela Grant, Respite	4 yrs
Jeanne York, TR2	3 yrs
Shannon Untalasco, Respite	3 yrs
Tabitha Taylor, Respite	3 yrs
Dana Hoad, Respite	3 yrs
Kenny Rhodes, Trans	3 yrs
Tatyana Boerner, Respite	3 yrs
Mikala Pullig, Respite	3 yrs
Alejandro Garcia-Gonzalez, WCO	3 yrs
Gillian Copenhaver, Respite	3 yrs
Alexandra Melendez, Respite	3 yrs
Patricia Geronimo, Respite	3 yrs
Brendan Martin, Respite	3 yrs

UCP of Sacramento and Northern California is the leading provider of comprehensive services to children and adults with all developmental disabilities and their families. UCP works with 4,775 people a month in our eight-county area, empowering children and adults who—without support—would be isolated from community.

Development & Marketing News

By: Steve Horton

UCP supporters are donating to UCP in larger amounts. For the first time UCP donors gave over \$7,000 for the 2014 Year End more than tripling our total from a few years ago. The average donation was \$230.



Personal Responsibility for Safety By: Teaira Harris

Although UCP as an organization has safety standards, processes and procedures in place to keep us safe; serious accidents and dangerous events can occur at anytime unless we begin and continue to maintain a consistent focus. To achieve a change in safety performance every one of us must accept a greater level of responsibility; this is key for our own safety and the safety of others within our organization.

“Personal Responsibility for Safety” is about all of us, working safely, and caring for the safety of our clients, team members, family, friends and everyone else we come into contact with and *always* intervening when we observe unsafe behaviors or conditions.

The following behaviors are critical to ensure and achieve this change in safety performance:

- ◆ Clear Expectations – Make safety important, promote and follow rules and procedures and ensure you understand what is expected of you and your teams.
- ◆ Effective Communication – Where possible use face to face communication. Always listen carefully, ask open questions, and check understanding.
- ◆ Personal Leadership – Lead by example and praise safe behavior. Have courage to do the right thing and do not tolerate unsafe behavior whether at work, home, or leisure time.
- ◆ Personal Risk Awareness – Stay aware

They responded to a picture like this one on the left – seeing your hard work pay off for people with developmental disabilities improving their lives largely due to UCP team members engaging our 4,775 clients.



Garry Maisel CEO/ President of WHA is the 2015 UCP Humanitarian of the Year and will receive the award on May 6th. Not only has Mr. Maisel led WHA through incredible growth – he and WHA are generous donors to the community. WHA is a health insurance vendor for UCP.



“Like” www.Facebook.com/myUCP and be informed.

of your surroundings, remain alert to changes and never put yourself or others at risk. Contribute to discussions at your daily meetings about risks on the job.

- ◆ Planning – Take time to fully familiarize yourself with the safety aspects of your job and question any areas that are not completely clear to you.
- ◆ Develop, Encourage and Sustain Safe Behavior – Start every day by thinking of how you can keep yourself and others safe.
- ◆ Practice hazard recognition – Consistently do things the safe way at work and at home.
- ◆ Share good safe work practice and intervene to change bad safe work practice
- ◆ Continually look for opportunities to learn from others.
- ◆ Keep communicating the benefits of sustained safety.

If we apply these techniques today, then the right results will come our way!



February 2015 Anniversaries Continued....

Megan Wells, Respite	2 yrs
Chong Thao, Respite	2 yrs
Sara Tollstrup, Respite	2 yrs
Ashley Prisoc, Respite	2 yrs
Kristen McGehee, Admin	2 yrs
Samantha Willhite, Respite	2 yrs
Laura Melissa Turben, Respite	2 yrs
William Johnson, Respite	2 yrs
Colleen Moss, Respite	2 yrs
Martin Varella, Respite	2 yrs
Jacqueline McWilliams, Admin	2 yrs
Adriana Lopez, Respite	2 yrs
Jill Lawrence, Respite	1 yr
Breanne McKeon, Respite	1 yr
Jaclyn Rice, Respite	1 yr
Catharine Lopez, Respite	1 yr
Jacqueline Reyes, Respite	1 yr
Robin Mammen, Respite	1 yr
Rebecca Hammond, Respite	1 yr
Melissa Ott, Respite	1 yr
Mary Mathenia, Respite	1 yr
Patricia Button, Respite	1 yr
Stephania Fonseca, Respite	1 yr
McKena Rios, Respite	1 yr
Edward Barnes, CLASP	1 yr
Maria Flores, Respite	1 yr
LaTasha McKinney, SacAge	1 yr

UCP OPEN POSITIONS

- ◆ DSP
- ◆ Supplement
- ◆ Class B Drivers
- ◆ Class C Drivers
- ◆ Respite Worker
- ◆ Program Manager

