



To: Residents and Staff  
 From: Nadia N. Geigler, CEO *Nadia*  
 Date: Thursday, July 29, 2021  
 Re: COVID-19 Prevention and Protection

**COVID Count**

ACTIVE cases	
Residents	Staff
0	0

“+1” refers to a non-staff provider

RECOVERED cases	
Residents	Staff
26	46+8

“+8” refers to a non-staff provider

**Vaccines – Status, Stance and The Future**

As of today, 99% of our residents have chosen to receive the vaccine. There are a few who have chosen not to receive it or cannot receive it for medical reasons. On the staff side we are nearing 89% of all staff having been fully vaccinated. This is far above industry averages for both resident and staff vaccination rates in communities that have not yet mandated the vaccine. It is also worth noting that the vaccination rate for staff who come into close and sustained contact with residents is even higher than 89%. Additionally, new staff coming in are vaccinated or are receiving the vaccine from us after starting their employment. To date, we have about 20 people (10% of our employee population) who, like the residents mentioned above, have chosen not to receive the vaccine or cannot receive it for medical reasons.

There has been a lot of conversation as of late about vaccinations and, specifically, whether we will mandate vaccines now or in the future. This has been an ongoing conversation for leadership of this community – both as a provider of care to older adults and as an employer – since the last quarter of 2020 when vaccines were becoming available to us. This question of whether the vaccine should be mandated here at The Admiral is a different question than asking if it the vaccine works (it does!) or if it is a good idea for the individual and collective health of the community (it is!). When fully dissected, this conversation requires us to also consider the individual choice of residents and staff, relationships and community culture, regulations, guidance, best practices, how we best protect the operations of our current services, employee retention and satisfaction, a highly competitive job market, the cost and pain felt by all of us when employees leave our community, legal liability and risk, our own marketability and, of course, what feels right and safe to those who live and work here.

Regulations do prevent us from mandating the vaccine for eligible residents. Those who live here now and going forward will be able to exercise choice about whether they receive the vaccine, any boosters, etc.

For those who work here, the vaccine is not currently mandated and will not be until some point following full FDA approval of Moderna and/or Pfizer which is expected to happen in the next month or two. At that time, it is extremely likely that we will be working with any remaining unvaccinated and eligible staff to bring our vaccination rate up from where it is to as close to 100% as we can achieve.

Whether we think of ourselves as a community or an employer, our stance on the vaccine hasn’t changed: the vaccine protects the vaccinated, the data shows that it works and it is the quickest and

safest path to restoring our community to its new normal. We strongly recommend that anyone who lives or works here and who is eligible to receive the vaccine do so. If you have questions about the vaccine or your eligibility, please speak with Mark Dubovick, Angela Jalloh, Dr. Eric Mizuno or your primary care physician.

In the meantime, the following are still in place:

- We should expect current masking protocols to remain in place here at The Admiral for the foreseeable future, regardless of any more lenient masking protocols in the general public around us.
- Practicing good hand hygiene and staying home if you don't feel well are always a good practice and ultimately beneficial to you and to the community.
- Regular testing of unvaccinated staff remains our practice and is not expected to cease for the foreseeable future.

Additionally, I'd ask that we remain aware of our surroundings - specifically, spacing between us and others whose vaccination status we may not know - as well as our masking habits while in groups large or small.

cc: Megan Callahan, HealthPro  
Andrew Whooley, Whoo's Caring

Dr. Eric Mizuno, Medical Director  
Pamela Winkler, Rainbow Hospice