

2018 KP COLORADO PSP AGREEMENT

	Weighting	Threshold	Target (expected performance)	Stretch	YTD
Most Affordable % of UBTs with qualified* Affordability projects <small>^Maximum payout will be the Target if the region has less than a 0% 2018 Operating Margin</small>	25%	16.5%	23.1%	^29%	
Best Service % Patient Likelihood to Recommend	25%	53.2%	53.8%	55.2%	
Best Quality % of UBTs with qualified* Quality projects <small>^Maximum payout will be Target if the region does not maintain current performance on CMS 5 Star</small>	25%	30.6%	42.8%	^54%	
Best Place to Work % of UBTs with qualified* Best Place To Work Projects	25%	45.4%	63.6%	79%	

***Qualified UBT Project Definition:**

- Projects started and completed between 12/1/17 and 12/31/18 at Threshold or Above
- One documented PDSA/test of change in UBT Tracker
- Denominator for goal (#of UBTs) is 284 teams.
- Projects aligned to regional and departmental goals agreed to by UBT in partnership.
- VPs will require managers of represented staff to include at least one goal aligned with a PSP-related UBT Goal on their own set of individual performance goals

Communication Plan

- Will develop joint communication about PSP bonus payout
- Joint communication about 2018 PSP framework by 1/8/18



The Workers' VOICE in Healthcare