

2021 KP Colorado-Alliance (UFCW Local 7, IUOE Local 1) PSP AGREEMENT

| Goal | Weighting | Baseline | Threshold | Target | Stretch |
|--|---|--|--|--|---|
| Most Affordable | | | | | |
| Percent of UBTs with *qualified Affordability Projects. | 20.00% | | 45% | 57% + \$200K ROI (Conditioned upon the company using the current process for validating ROI for 2021) | 60% + \$1.1M ROI (Conditioned upon the company using the current process for validating ROI for 2021) |
| Best Service | | | | | |
| Patient Likelihood to Recommend | 20.00% | | 53.5% | 56% | 58.00% |
| Best Quality | | | | | |
| Reduce the number of open care gaps per thousand active KP members by November 30, 2021 (conditioned upon OIP, MOU, AND Coalition sharing the the same goal) The Company will not add or delete care gaps during the course of the year without first reaching agreement with the Alliance. | 20.00% | 1956 | Reduce the care gaps to 1,787 per 1000 members | Reduce the care gaps to 1,618 per 1000 members | Reduce the care gaps to 1,449 per 1000 members |
| Safety | | | | | |
| Percent of UBTs with **qualified Safety Projects. | 20 | | 26% | 40% | 45% |
| Attendance | | | | | |
| 1. Individual Accountability: Threshold & Target help reduce the number of employees paid out on an active Level 4 or higher.*** 2: Group Accountability - The Joint Attendance Committee attends national training workshop. | 20 | | If employee meets the individual accountability goal they get paid out at Target | If employee meets the individual accountability goal they get paid out at Target | If employee meets the individual accountability goal they get paid out at Stretch so long as the following happens: The Joint Attendance Committee will meet with a National Attendance Group representative to review the attendance intervention model training by October 31, 2021. If the attendance intervention model discussion is stalled due to management delay, employees not on a level 4 will receive the stretch payout. |
| *Affordability Qualified UBT Project Definition: -Projects started by 12/1/20 and completed by 12/31/2021 at Threshold or Above. -One documented PDSA/test of change in UBT Tracker. -Denominator for goal (#of UBTs) is 201 teams, which are the teams with Local 7 and Local 1 members in them. -Projects aligned to regional and departmental goals agreed to by UBT in partnership. -Health Plan Executives 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 Labor and Management will collaborate with Finance to look at a different methodologies for ROI and seek to provide consensus recommendations for 2022 PSP negotiations Separate from Qualified UBT Project Definition: Per the National Agreement, the goal is for every UBT to meet regularly. Management will make every reasonable effort to assure that UBTs meet a minimum of once per month. | ***This agreement shall not be construed as the union's consent to the company's attendance policy. The Company understands that the union does not agree with the Company's attendance policy. | **Safety Qualified UBT Project Definition: -Patient/Workplace Projects started by 12/1/20 and completed by 12/31/2021 at Threshold or Above. -One documented PDSA/test of change in UBT Tracker. A goal could include the development of one or more safety action plans. -Denominator for goal (#of UBTs) is 201 teams, which are the teams with Local 7 and Local 1 members in them. -Projects aligned to regional and departmental goals agreed to by UBT in partnership, including those related to AHRQ. -Health Plan Executives 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 Separate from Qualified UBT Project Per the National Agreement, the goal is for every UBT to meet regularly. Management will make every reasonable effort to assure that UBTs meet a minimum of once per month. | Weighted Average Rate Based on Alliance or All-Represented Staff Membership is being addressed through the dispute processes. <u>FINANCIAL GATE: Union and Company are addressing Financial Gate through the Dispute Processes.</u> | | |