

VVIP'S FISCAL YEAR 2012 GOALS / ACTUAL

PILLAR	GOAL	WT%	50%	100%	150%	YTD June 30	BAM REPORT !!
PEOPLE	EMPLOYEE ENGAGEMENT	10%	80%	85%	90%	90%	
SERVICE	HCAPS COMPOSITE-- OVERALL PATIENT SATISFACTION	25%	3RD Q'TILE	2ND Q'TILE	1ST Q'TILE	71st percentile	
	ED OVERALL PATIENT SATISFACTION	25%	3RD Q'TILE	2ND Q'TILE	1ST Q'TILE	4th quartile	
QUALITY	CORE MEASURES	10%	2 YELLOW 2 GREEN	1 YELLOW 3 GREEN	4 GREEN	1 Yellow 3 Red	
GROWTH	ADJUSTED ADMISSIONS	10%	90% OF BUDGET	BUDGET	110% OF BUDGET	113%	
FINANCE	EBIDA	20%	90% OF BUDGET	BUDGET	110% OF BUDGET	113%	

100%

85% Payout

VIPP'S---EO 2ND QTR---HOW WE DO'IN ?

EMPLOYEE:	JUANITO BUENO			
HOURLY PAY	\$10	BONUS OPP'TNY	2.5%	\$520
ANNUAL PAY	\$20,800			

PILLAR	WT.	BONUS OPPORTUNITY	PERFORMANCE SCORE	AWARD PROJECTION
PEOPLE	10%	\$520	150%	\$78
HCAPS OVERALL	25%	\$520	50%	\$65
HCAPS ED	25%	\$520	50%	\$65
CORE MEASURES	10%	\$520	0%	\$0
ADJ ADMITS	10%	\$520	150%	\$78
EBIDA	20%	\$520	150.0%	\$156
	100%	TOTAL PROJECTED AWARD		\$442

85.0%

BONUS OPP'TNY X WT X PERFORMANCE = AWARD PROJECTION
CALCULATE AWARD PROJECTION FOR EACH PILLAR GOAL AND SUM THE RESULTS
THE SUM OF ALL PILLAR AWARD PROJECTIONS IS THE AWARD PAYMENT.

TO DETERMINE YOUR BONUS: ANNUAL BASE PAY X BONUS OPP'TNY % X .85 = BONUS

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PILLAR	GOAL	WT%	50%	100%	150%	YTD	BAM REPORT !!
PEOPLE	EMPLOYEE ENGAGEMENT	10%	80%	85%	90%		
SERVICE	HCAPS COMPOSIT-- OVERALL PATIENT SATISFACTION	20%	2nd Quartile	1st Quartile	90th Percentile		
	ED OVERALL PATIENT SATISFACTION	10%	3RD Q'TILE	2ND Q'TILE	1ST Q'TILE		
	ED THROUGHPUT Average Length of Stay	10%	150 Minutes	135 Minutes	120 Minutes		
QUALITY	CORE MEASURES	10%	2 GREEN	3 GREEN	4 GREEN		
	MC KESSON	10%		On Time On Budget			
GROWTH	ADJUSTED ADMISSIONS	10%	90% OF BUDGET	BUDGET	110% OF BUDGET		
FINANCE	EBIDA	20%	90% OF BUDGET	BUDGET	110% OF BUDGET		

100%