

Performance Incentive Plan (PIP)

Fiscal Year 2019 Year-End Results

PIP results were measured in four areas of performance: Safety and Quality, Patient Experience, Employee Engagement and Financial Performance.

For fiscal year 2019, **employees** achieved a payout of **2.8 percent** out of a potential 3 percent of eligible earnings. Payouts will be Dec. 5.

Four Areas of Performance	Objective	Threshold	Target	Maximum	Actual
Safety and Quality (25%)	Increase the percentage of NEMG primary care patients within YNHHS self-insured population that receive an age- appropriate annual physical	62%	65%	70%	72.4%
Patient Experience (25%)	Ease of scheduling appointments	94%	94.25%	94.75%	94.35%
Employee Engagement (25%)	Employee Engagement Survey Participation - Staff	83.4%	84.4%	85.4%	88.13%
	Know Your Numbers Participation	90%	91%	93%	92%
Financial (25%)	Increase percentage of documentation referral in Epic for NEMG patients	90%	92%	95%	95.4%

- **Met Maximum** - Exceeded performance goals
- **Met Target** - Reached performance goals
- **Met Threshold** - Achieved at an acceptable level, but short of target
- **Below Threshold**