



PAYOUTS FOR 2016

It is that time again when we receive the payouts from the Performance Sharing Program (PSP) in accordance with the National Agreement. All union members in the Coalition of Kaiser Permanente Unions will receive a payout for 2016.

The payouts are based as always on two factors:

1. The financial performance of the Region against its margin goal and,
2. Our performance against the goals we jointly set each year such as workplace safety, attendance, certain clinical and service goals, and quality and affordability goals.

While the Region did not make 100% of their margin goal this year, there will be a payout for employees based on a prorated share of the margin they did make. In this case 55% of the total will be available for the PSP.

On the back of this page members will find the lists of medical center areas for KFH and SCPMG and the payout information for each.

Simply find the San Diego payout that applies to you.

Please note that these numbers do not include the attendance payouts as those are determined in part by your individual performance. Once that information is calculated the payout amounts listed will increase for those who made that additional goal.

As you review the information on these charts please note that based on our own performance against our goals in 2016 we left a lot of money on the table which will be returned to the Region. The total of the PSP 'pot' is equal to 3% of the total payroll. While the Region's performance reduced that this year our own performance made the total that employees take home even less. It is the goal of your union to make sure that our members get as much of this money as possible and not return it to the Region. We intend to continue to lead our members to greater success this year to ensure the maximum payout possible.

CONGRATULATIONS ON YOUR PAYOUT AND REMEMBER, THERE IS MORE WHERE THAT CAME FROM!

**PSP and VPP Performance Results and Awards
KFH**

| Medical Center Service Area | Performance Results | Financial Modifier | Overall Results with Financial Modifier | PSP Awards * |
|-----------------------------|---------------------|--------------------|---|-----------------|
| WEST LA | 38.12% | 55.00% | 20.97% | \$460.99 |
| LAMC | 61.75% | 55.00% | 33.96% | \$746.56 |
| ORANGE COUNTY | 62.55% | 55.00% | 34.40% | \$756.23 |
| SAN DIEGO | 48.48% | 55.00% | 26.66% | \$586.08 |
| RIVERSIDE | 51.61% | 55.00% | 28.39% | \$624.11 |
| MORENO VALLEY | 64.65% | 55.00% | 35.56% | \$781.73 |
| FONTANA | 68.35% | 55.00% | 37.59% | \$826.36 |
| SOUTH BAY | 58.78% | 55.00% | 32.33% | \$710.72 |
| BELLFLOWER | 86.32% | 55.00% | 47.48% | \$1,043.77 |
| BALDWIN PARK | 64.60% | 55.00% | 35.53% | \$781.07 |
| WOODLAND HILLS | 77.67% | 55.00% | 42.72% | \$939.13 |
| PANORAMA CITY | 78.36% | 55.00% | 43.10% | \$947.48 |
| KERN COUNTY | 66.95% | 55.00% | 36.82% | \$809.43 |
| ANTELOPE VALLEY | 75.21% | 55.00% | 41.37% | \$909.45 |
| **REGIONAL ADMIN | 64.53% | 55.00% | 35.49% | N/A |
| ***REGIONAL OPS | 43.28% | 55.00% | 23.80% | \$523.20 |

**PSP and VPP Performance Results and Awards
SCPMG**

| Medical Center Service Area | Performance Results | Financial Modifier | Overall Results with Financial Modifier | PSP Awards * |
|-----------------------------|---------------------|--------------------|---|-----------------|
| WEST LA | 34.08% | 55.00% | 18.74% | \$411.97 |
| LAMC | 64.13% | 55.00% | 35.27% | \$775.35 |
| ORANGE COUNTY | 69.92% | 55.00% | 38.46% | \$845.48 |
| SAN DIEGO | 65.48% | 55.00% | 36.01% | \$791.62 |
| RIVERSIDE | 61.56% | 55.00% | 33.86% | \$744.36 |
| MORENO VALLEY | 72.84% | 55.00% | 40.06% | \$880.66 |
| FONTANA | 49.86% | 55.00% | 27.42% | \$602.78 |
| SOUTH BAY | 75.11% | 55.00% | 41.31% | \$908.13 |
| BELLFLOWER | 66.97% | 55.00% | 36.83% | \$809.65 |
| BALDWIN PARK | 78.62% | 55.00% | 43.24% | \$950.56 |
| WOODLAND HILLS | 79.18% | 55.00% | 43.55% | \$957.38 |
| PANORAMA CITY | 77.56% | 55.00% | 42.66% | \$937.81 |
| KERN COUNTY | 71.60% | 55.00% | 39.38% | \$865.71 |
| ANTELOPE VALLEY | 72.55% | 55.00% | 39.90% | \$877.14 |
| **REGIONAL ADMIN | 67.10% | 55.00% | 36.91% | N/A |
| ***REGIONAL OPS | 52.25% | 55.00% | 28.74% | \$631.80 |

*** LMP participants affected by the 2016 Attendance Goal may experience a positive or negative adjustment to the PSP Award amount. PSP awards are prorated for employees with less than 1800 compensated hours in the plan year.**

** Regional Admin refers to all other Regional Offices non-represented employees. The VPP is based on the average of all medical center results.

***Regional Operations refer to regional departments established jointly with the unions. They use the same PSP goals and are measured separately.

NOTE:

VPP payout is determined by multiplying appropriate performance results with the financial modifier by the incentive target (3%) of eligible earnings for nonexempt employees and year-end salary for exempt employees.