

**Baptist Hospitals of Southeast Texas is Proud to Offer CHIPP  
Community Hospital Incentive & Performance Pay**

An Incentive Pay Plan for All Employees

**Overview**

1. Why Have an Employee Incentive Pay Plan?
  - Align employee and department goals with hospital goals
  - Improve quality and other key performance metrics
  - Reward achievement of hospital-wide, department, employee goals
  - Attract and retain talent
  - Achieve hospital financial goals
2. What goals do we have to meet to get incentive pay?
  - Hospital budgeted EBIDA for the fiscal year (July 1 – June 30)
  - A Quality of Care goal posted on our hospital's Balanced Scorecard
  - A Patient Satisfaction goal posted on our hospital's Balanced Scorecard
  - A Physician Satisfaction goal posted on our hospital's Balanced Scorecard
  - An Employee Satisfaction goal posted on our hospital's Balanced Scorecard
  - Best possible individual performance
3. Who is eligible?
  - Active status, regular full and part-time benefit-eligible employees who meet or exceed minimum performance standards
  - Worked at least 2/3 of the fiscal year
  - Must be in an eligible status at the time the bonus is paid out
4. How will the plan pay?
  - Once the financial goal is met, payout will depend on the number of other plan goals which were met.
  - No payout will be made on the entire plan if the hospital is not meeting accreditation, licensure, regulatory or compliance standards.
  - Quality and Patient Satisfaction Goals will be measured by 4 quarters of averaged results ending with Q3 of the current fiscal year. Scores must also be at or greater than 50%tile on HCAHPS to meet goal.
  - The results will be measured based on the question regarding overall satisfaction.

Meet the financial & all goals	Pay 100 % of the bonus pay potential
Meet the financial goal plus any 3 of the other goals	Pay 75% of the bonus pay potential
Meet the financial goal and any 2 of the other goals	Pay 50% of the bonus pay potential
Meet the financial goal and only 1 of the other goals	Pay 25% of the bonus pay potential

5. What's my bonus pay potential?
  - It is your regular base pay plus overtime earnings for the fiscal year times your annual merit increase percentage.
6. When will the bonus be paid?
  - The bonus checks will be paid after the hospital's fiscal year books are closed and approved, and the payout calculations can be completed.
  - Targeted payout is the last payroll of October following end of the fiscal year.
7. What can an individual employee do to help the hospital meet the CHIPP goals?
  - Understand all hospital and department goals and make sure personal goals align with these.
  - Contribute suggestions for process improvements.
  - Work with leaders and co-workers to brainstorm ways to meet the CHIPP goals.
  - Individual employee performance makes it all happen - Perform the best you can.
8. What about the fine print?
  - This is a brief overview of the plan. Please talk to Human Resources or your leader for plan details.

# CHIPP Focus Is On Our Patients

