

Organizational Goals for Calendar Year 2021

(1) Base Salary: \$_____

(2) Incentive/bonus: 15% or \$_____

MEASURES	WEIGHT/ OBJECTIVE (3)	TARGET \$ AWARD (4) (1x2x3=4)	Performance Levels (5)			\$ VALUE EARNED (4x5)
			THRESHOLD 75%	TARGET 100%	STRETCH 125%	
“CIRCUIT BREAKER” OBJECTIVES (If Circuit Breakers Not Achieved, Rest Do Not Apply.)						
CHC profit/loss with depreciation “breakeven” per 2020 budget.	30%	\$_____	At Budget (\$_____)	Balanced Budget to Actual \$0	Profit of 2% of Total Budgeted Expenses \$_____	
ORGANIZATIONAL SHARED PERFORMANCE OBJECTIVES						
1. CHC Growth Strengthen existing and/or develop clinical programs within SNCHC to increase patient encounters.	15%	\$_____	3 % growth of encounters (i.e. >_____)	4% growth of encounters (i.e. > _____)	5% growth of encounters (i.e. > _____)	
2. Clinical/Regulatory, Quality Performance, Patient Satisfaction		\$_____				
A. Patients recommending SNCHC would recommend to family, friends, and relatives.	5%		> 88%	> 90%	> 92%	
B. Establish no less than five clinical initiatives, which are approved by the Board Quality, Risk Management Comm., with the following targeted benchmarks being achieved.	5%	\$_____	Four (4) out of the Five (5) clinical initiatives meeting the threshold benchmarks	Five (5) out of the five (5) clinical initiatives meeting the targeted benchmarks	Five (5) out of the five (5) clinical initiatives meeting the stretch benchmarks	

<p>3. IT Continuous successful implementation and enhancement of eClinicalWorks software. Success being defined as measured by percentage of staff satisfaction documented in quarterly evaluations</p>	<p>30%</p>	<p>\$ _____</p>	<p>70% of all SNCHC providers rate the EHR software as meets or exceeds users satisfaction.</p>	<p>80% of all SNCHC providers rate the EHR software as meets or exceeds users satisfaction.</p>	<p>90% of all SNCHC providers rate the EHR software as meets or exceeds users satisfaction.</p>	
<p>4. Program/Strategic Plan</p>	<p>10%</p>	<p>\$ _____</p>	<p>Achieve an approved SNCHC strategic plan by the Board of Directors by July, 2021 that clearly outlines our three year strategic vision or direction.</p>	<p>Achieve an approved CHC strategic plan by the Board of Directors by May, 2021 that clearly outlines our three year strategic vision or direction.</p>	<p>Achieve an approved CHC strategic plan by the Board of Directors by January, 2021 that clearly outlines our three year vision or direction.</p>	

INDIVIDUAL INCENTIVE COMPENSATION GOALS. FOR Fermin Leguen, Executive Director						
5. Personal/Professional Goals	5%	\$_____	Participate in the NACHC annual conference.	Participate in at least four annuals conferences with NACHC and NVPCA being at least two (2).	Participate in at least six (6) training and development conferences. At least the NACHC and NVPCA as well as general practice workshops.	
Professional development			Participate in at one (1) FQHC quality focused conference/training.	Participate in at least two (2) FQHC quality focused conferences/trainings.	Participate in at least three (3) FQHC quality focused conferences/trainings.	

Comments:

Board Chairman, _____

Executive Director, _____