

2023 KP Colorado-Alliance (UFCW Local 7, IUOE Local 1) PSP Status Update 12/31/2023					
Goal	Weighting	Status	Threshold	Target	Stretch
Most Affordable National Agreement Alliance Affordability Task Force Cost Savings	67%	Goal: \$3m in savings Actual: \$3m as of 12/6/2023		1.5% (\$3M) Targeted Cost Savings of Total Alliance Payroll in Colorado. Any Savings of at least 25% of the Target will allow for a prorated payout on this category	
Best Service Percentage of MOBs that are Google 4.3 or above	8.25%	91% as of 12/6/2023	72%	75%	78%
Best Quality Reduce the number of open care gaps per thousand active KP members by November 30, 2023	8.25%	2365 as of 11/30/23	2372	2338	2304
Safety / Best Place to Work Percentage of Alliance Unions represented employees who have completed the AHRQ survey**	8.25%	60.5%	**50%	**60%	**68%
Attendance Individual Accountability: Threshold & Target help reduce the number of employees paid out on an active Level 4 or higher.****	8.25%	Individual Goal		If employee meets the individual accountability goal they get paid out at Target	
Employees will be provided paid time during work hours to complete the AHRQ survey (including pharmacy employees). We will jointly review the results by line of service, develop an action plan(s) and discuss meeting dates (if there is a new government declared public health emergency or a major government declared emergency we will sit down and discuss the reasonableness of this condition). The survey will be open for 60 calendar days for employees to complete. If an employee does not complete the survey by 2 medical office location questions, the survey will still be considered complete. Labor and Management to coordinate the timeframe for when the survey gets released, based on vendor / survey availability and jointly collaborate on increasing participation.	**This agreement shall not be construed as the union's consent to the company's attendance policy. The Company understands that the union does not agree with the Company's attendance policy.	Financial Gate: The company has set the financial gate at \$54 Million for 2023 and takes the position that this is non-negotiable. The Unions <u>do not agree with</u> the company's financial gate, budget, and financial forecasts. The Unions reserve all rights. This agreement should not be construed as the Unions' agreement to the company's staffing/staffing models.			