From: Bill M. Duquette
Sent: Wednesday, July 30, 2014 4:16 PM
To: Gail Gordon
Subject: FY14 Performance Evaluation
Importance: High

Gail-

As fiscal year 2014 is drawing to a close, I want us to begin preparing for the annual performance evaluation discussion. As you know, all senior leadership's performance evaluation is patterned after the Leadership Evaluation Management (LEM). These performance-based metrics are based on organizational and entity performance with a much broader scope, as follows:

1. Service – These are hospital-wide, year end patient, physician and employee satisfaction results.
2. Clinical Quality – These are the national quality and outcome measures, such as core measures, nurse-sensitive indicators and value-based purchasing.
3. Finance – This component of the performance evaluation is uses the:
   a. consolidated income from operations for BHSF and
   b. Homestead Hospital's cost per adjusted admission based on the medical inflation rate minus 1%.
4. Commitment to Mission – To evaluate this goal, outcomes on BHSF community benefit (charity care), governing board and general community satisfaction surveys are taken into account.

The percentage allocated to the above components varies every year as determined by BHSF Committee of the Board of Trustees and Compensation to align with the organization's strategic focus for the fiscal year. For FY 2014, the distribution will be as follows:

5. Service = 20%
6. Clinical Quality = 30%
7. BHSF Consolidated Income from Operations = 10%
8. Homestead Hospital Cost Per Adjusted Admission = 20%
9. BHSF Commitment to Mission = 20%

Thanks for what is looking like another great year!

Bill

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