

2020 Performance Awards Program Summary

Gateway to all Performance Award Programs	Actual Results WITH Financial Modifier & Appreciation Bonus	\$ Amounts
	Appreciation bonus applied. All actual results lower than 100% increased to 100%	Full Payment Amount
	Financial Performance (Opens Gate and Determines Funding)	
<p>Operating Margin: All programs begin to fund once the region achieves an operating margin above the regional target. Once the regional target margin is achieved, additional operating income goes toward program funding; up to a maximum of 150%.</p>		
<p>PSP Funding Level 150.0%</p>		

Medical Center/Regional Location	OVERALL PAYOUT % (Includes Financial Funding of 150%)		OVERALL PAYOUT	
	PSP Plan		PSP Plan	
	KFH/HP	TPMG	KFH/HP	TPMG
Central Valley				
Manteca	100.00%	100.00%	\$2,318.30	\$2,318.30
Modesto	108.94%	108.94%	\$2,525.56	\$2,525.56
Stockton	100.00%	100.00%	\$2,318.30	\$2,318.30
Diablo				
Antioch	103.69%	103.69%	\$2,403.85	\$2,403.85
Walnut Creek	108.94%	108.94%	\$2,525.56	\$2,525.56
East Bay				
Oakland	108.94%	108.94%	\$2,525.56	\$2,525.56
Richmond	116.44%	116.44%	\$2,699.43	\$2,699.43
Fresno	100.00%	100.00%	\$2,318.30	\$2,318.30
Greater Southern Alameda				
San Leandro	120.00%	120.00%	\$2,781.96	\$2,781.96
Fremont	112.50%	112.50%	\$2,608.09	\$2,608.09
Marin Sonoma				
San Rafael	120.00%	120.00%	\$2,781.96	\$2,781.96
Santa Rosa	120.00%	120.00%	\$2,781.96	\$2,781.96
Napa Solano				
Vacaville	108.94%	108.94%	\$2,525.56	\$2,525.56
Vallejo	108.94%	108.94%	\$2,525.56	\$2,525.56
North Valley				
Sacramento	112.50%	112.50%	\$2,608.09	\$2,608.09
Roseville	108.94%	108.94%	\$2,525.56	\$2,525.56
Redwood City	116.25%	116.25%	\$2,695.02	\$2,695.02
Greater San Francisco				
South San Francisco	112.50%	112.50%	\$2,608.09	\$2,608.09
San Francisco	116.25%	116.25%	\$2,695.02	\$2,695.02
Santa Clara	112.50%	112.50%	\$2,608.09	\$2,608.09
South Sacramento	120.00%	120.00%	\$2,781.96	\$2,781.96
San Jose	108.94%	108.94%	\$2,525.56	\$2,525.56
Regional Locations:				
AACC-Vallejo	112.50%	112.50%	\$2,608.09	\$2,608.09
AACC-San Jose	N/A	112.50%	N/A	\$2,608.09
AACC-Sacramento	112.50%	112.50%	\$2,608.09	\$2,608.09
REG OPS - Dist Services	108.94%	N/A	\$2,525.56	N/A
REG OPS - Optical Lab	N/A	108.94%	N/A	\$2,525.56
REG OPS - Regional Lab	108.94%	108.94%	\$2,525.56	\$2,525.56
REG OPS - Regional Offices	108.94%	108.94%	\$2,525.56	\$2,525.56
KPPACC - San Leandro	112.50%	N/A	\$2,608.09	N/A
NCAL OVERALL AVERAGE FUNDING %:	111%	111%	\$2,574.58	\$2,574.58