

# Team Based Care

## NOAH's 2022 Incentive Plan

NOAH fulfills our mission of compassionate, quality healthcare when we work together. It takes every member of the NOAH team to achieve our goals.

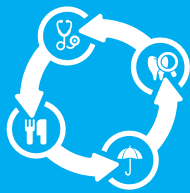
NOAH's annual Incentive Plan rewards team members for their role in achieving our collective objectives.



### NOAH 2022 Objectives

- **Be a leader in providing accessible and affordable healthcare.**
- **Improve health outcomes for the people and communities we serve.**

The way we reach these objectives is by meeting measurable goals and NOAH offers incentives to our team as we meet and surpass those goals throughout the year. The 2022 Incentive Plan will provide bonuses to our team for going above and beyond in: Integrated Care, Social Determinants of Health, and Quality Measures.



### Integrated Care

Provide integrated care for our patients, supporting comprehensive services.



### Social Determinants of Health (SDOH)

Support SDOH by screening patients for food insecurity.

Quarter	Integrated Care	Social Determinants of Health (SDOH)
Q1	17% of visits	40% of patients screened
Q2	22% of visits	50% of patients screened
Q3	27% of visits	60% of patients screened
Q4	30% of visits	70% of patients screened

### Quality Measures

Support health outcomes for patients with improved metrics in key areas.



**Diabetes** Hemoglobin A1c poor Control >9 or No test. (lower=better)



**BMI** Nutrition and physical activity counseling for children and adolescents needing BMI improvement.



**Colorectal Cancer** Screenings recommended for patients – either at-home FIT test or visual colonoscopy.

Quarter	Diabetes	BMI	Colorectal Cancer
Q1	40%	60%	45%
Q2	38%	62%	47%
Q3	36%	64%	49%
Q4	32%	66%	51%

### Who qualifies for the Incentive Plan?

- NOAH Providers and staff must be at least .32 Full-Time Employment
- Clinicians in good standing with Chart Closure Policy, current with ICP RAF form completion, and ICP membership

### How will the Incentive Plan work?

- NOAH must meet 3% operating margin, based on budgeted encounters, to release incentive payments.
- Incentive payments are released quarterly.
- Payments are prorated based on achievement in each area. If two areas are met, employees will receive 2/3 total incentive payment.
- Incentive payouts are organization-based, not individually, because we succeed as a team.
- Incentive payments are prorated for staff and clinicians who begin employment during the quarter.