

Components of the Grey Bruce Health Services Executive Compensation Program – December, 2011.

Contract Component	President and CEO Maureen Solecki	Chief of Staff Dr. Bob Severs	VP Clinical Services and CNO VP Finance and Support Services, CFO Chief Human Resources Officer (CHRO) Chief Information Officer (CIO) Chief Quality Officer (CQO) Sr. Director, Clinical Support Services
Salary Range	\$253-750 - \$304,500	\$125/hr, contracted for 18 hours per week.	VP Clinical Services/CNO \$141,165-\$180,166 VP Finance and Support Services/CFO \$135,900-\$174,447 CHRO \$112,787-\$140,984 CIO \$112,787-\$140,984 CQO \$100,000-\$125,000 Sr. Director, Clinical Support \$100,000-\$125,000
Current Salary/ Stipend	\$253750	\$125/hr, contracted for 18 hours per week. (plus up to 5% bonus if QIP targets are met)	VP Clinical Services/CNO \$171,587 VP Finance and Support Services/CFO \$165,187 CHRO \$126,886 CIO \$127,890 CQO \$114,000 Sr. Director, Clinical Support \$119,150
Total Compensation	Compensation is determined as per the President and CEO Compensation Policy III-400. <i>(see footnote ¹)</i>	Compensation is determined through performance metrics and an external compensation benchmarking review. Increases to compensation are brought to the Board for approval each year based on the above reviews.	Compensation is determined through the Executive Compensation Policy VII-20. <i>(See footnote ¹)</i>
Compensation at Risk (QIP)	The President and CEO is not at the top of the established pay range. 5.26% of salary is identified as at risk for 2011/12 and tied to achieving identified results in the QIP plan.	5% of salary is identified as at risk and is re-earnable pending meeting the established performance indicators in the QIP.	These executive positions are not at the top of their established pay ranges. 5%-5.6% of salary is identified as at risk and is re-earnable pending meeting the established performance indicators in the QIP.
Benefits Program	Eligible for the non-union employee benefit program plus \$6,000 for the optional purchase of additional supplemental benefits. ²	No supplemental payment, or benefit plans.	Eligible for the non-union employee benefit program as outlined in the attached policy VII-50.
Pension	Participates as a member of the Health Care of Ontario Pension Plan (HOOPP). There are no supplemental retirement plans.	No supplemental payment, or retirement plans.	Participates as a member of HOOPP. There are no supplemental retirement plans.

Travel and Reimbursement of Expenses	\$700 per month for travel on hospital business. No other travel reimbursement applies. Expenses are approved in accordance with Hospital Policy #III-60	Reimbursed at the corporate rate of \$0.40/km for travel on hospital business. Expenses are approved in accordance with Hospital Policy #III-95.	Reimbursed at the corporate rate of \$0.40/km for travel on hospital business. Expenses are approved in accordance with Hospital Policy #III-60.
Severance	24 months in the event GBHS terminates the contract without cause. Amount is based on years of service with GBHS and case law. No severance is payable upon a voluntary resignation.	No specified amount. No severance is payable upon a voluntary resignation.	No specified amount. No severance is payable upon a voluntary resignation.
Education, Professional Development & Associations	Reimbursed for conferences and seminars as mutually agreed by the Board and the CEO. Reimbursed for professional membership fees for CCHL and ACHE.	\$5000 reimbursement for education per year.	Reimbursement for education is made in accordance with the Corporate Education policy #IV-40. GBHS will provide financial support for membership with one professional association relevant to the position held.
Parking	Parking fees are deducted from bi-weekly pay at the rate of .252c per paid hour.	Billed annually at the staff rate for a parking pass.	Parking fees are deducted from bi-weekly pay at the rate of \$0.252 per paid hour.

¹Movement through the salary ranges for the President and CEO and other executive positions have been voluntarily withheld at the request of the CEO during the Compensation Restraint Act time period (March 24, 2010 to March 31, 2012). The Chief of Staff is at the top of the salary range.

²The supplemental benefit dollars have not been utilized by the current President and CEO