

October 5, 2021

RE: Amendment to Executive Compensation Agreements

In light of the suspension of the Broader Public Sector Executive Compensation Act, our Executives at HGMH have not had any adjustments to their compensation plan agreement since March 2010. Over the past eleven years significant responsibilities have been added to the positions of the following Executives without additional compensation.

- President and Chief Executive Officer;
- Chief of Staff;
- Vice-President of Support Services and Chief Financial Officer; and
- Vice-President of Patient Care/Chief Nursing Executive.

While new requirements are added annually by the Ministry of Health and Ontario Health, the following summary highlights responsibilities that have significantly and materially changed these executive positions:

1. Creation of a campus of care model with the Hospital at the centre of the campus which features: Independent Seniors Living Complex, a Transitional Care Facility and a 96 Bed Long-Term Care Home;
2. Leadership over a regional Electronic Medical Record (EMR) project;
3. Expansion of clinical services, started in 2016, centered on our regional rehabilitation program;
4. Best Practice Spotlight Organization designation (through RNAO);
5. Implementation of Psycho-geriatric services;
6. Implementing COVID Assessment and Vaccination Centres during the pandemic;
7. Additional programs and operational changes that increased the hospital budget from a \$13M in 2010 to an \$18.8M budget in 2021. This equals a 44.1% net increase of the operating budget in 11 years; 16% over natural inflation.

In light of the changes to the positions of our Executive Team and to have a fair compensation package consistent with their responsibilities, we are confirming increases to the Executive team as follows:

That all terms and conditions remain unchanged as per their existing employment contracts with the exception of the following:

- The base salary of \$199,000.00 for the “President and Chief Executive Officer (CEO)” effective October 25, 2021;
- The base salary of \$62,500 for the “Chief of Staff COS” effective October 25<sup>th</sup>, 2021;
- The base salary of \$140,000.00 for the “Vice-President of Support Services and Chief Financial Officer (CFO)” and for the “Vice-President of Patient Care/Chief Nursing Executive (CNE)” effective October 25, 2021
- In addition to the base salary the CEO, COS, CFO and CNE could earn an additional three (3) % performance related pay based on the fiscal year’s end Quality Improvement Plan (QIP) targets or operational targets as set yearly by the Board.

Because of the ongoing suspension of the Broader Public Sector Executive Compensation, the Hospital will have to maintain the above salaries and performance compensation amendment as is unless significant responsibilities have been added or changes are brought forward by the Broader Public Sector Executive Compensation Act.

On behalf of the HGMH Board of Directors, we thank the Executive Team for their leadership and dedication to the organization and trust that you will agree to the revised amendments to your contracts.

Sincerely



Frank Wetering  
HGMH Board Chair

