

Proactive Disclosure – Executive Compensation

	Explanation	President	Vice Presidents
Total Compensation	Compensation is determined through performance metrics and an external compensation benchmarking review. The St. Joseph's Hospital System (SJHS) CEO approves President's compensation each year and will review the compensation plan of each executive.	Sherri Ferguson, Interim President: \$240,000. (SMGH)	Annualized Salary Grid: \$158,383. - \$177,693. VP Patient Services and CNE – Jill Schitka - \$171,582. Nicole Johnson: Interim VP Quality, People & Performance Management - \$162,782 Mike Gourlay, VP Corporate Services & CFO, \$177,693. Gary Higgs, VP and CIO, \$177,693. VP Medical Affairs - Vacant Dr. Peter Potts, Joint Chief of Staff (joint with GRH but listed compensation only for SMGH): \$167,500/annum plus a performance bonus up to 10% paid to Peter Potts Medicine Professional Corporation. Bonus: is actually compensation at risk Term: Oct 1, 2018 to Sep 30, 2023
Compensation at Risk (variable compensation)	Each year a range of the Executive's compensation is considered to be at risk and is held and measured against achievement of specified goals and objectives (QIP – Quality Improvement Plan)	5%	3%
Automobile Allowance	An annual allowance is provided to off-set the costs of business related transportation.	None	none
Severance	A one-time payment that is provided in the event of a need to terminate employment without cause.	Interim role	Dr. Potts: 12 months' notice plus additional 1 month for each full year under the contract as Joint Chief of staff to a maximum of 18 months. M. Gourlay: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years. G. Higgs: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years

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			<p>J. Schitka: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years</p> <p>N. Johnson: Interim</p>
Professional Membership Dues		No	<p>M. Gourlay: Yes G, Higgs: Yes Dr. Potts: Annual Subsidy N. Johnson: No</p>
Education	An annual allowance available to off-set educational pursuits.	None	Dr. Potts: \$6,000/annum
Pension	The Hospital participates in Healthcare of Ontario Pension Plan (HOOPP) – Defined benefit Plan	Based on Service and Compensation (contributory)	Based on Service and Compensation (contributory) Note: Joint Chief of Staff AND vp Medical Affairs does not participate in the pension plan.

Note: all executives pay standard staff parking rates.