

EXECUTIVE CONTRACTS

The Executive staff of the Hornepayne Community Hospital includes the following:

**Chief Executive Officer
Manager of Financial and Domestic Services
Manager of Nursing Services**

The Hornepayne Community Hospital's, Chief Executive Officer and senior management staff do not have formal executive contracts.

Summary of Executive Compensation Benefits.

Salary

The executive salaries consist of a six-step scale. Progressing on the scale is yearly until top of scale is achieved.

Cost of Living increases are given equivalent to the greater of the CUPE and ONA awards, unless a mandated freeze is in place.

3% of the executive staff base salary is performance-based compensation at risk.

The executive staff does not receive any severance pay upon exit.

Benefits

The executive staff as well as all employees at the Hornepayne Community Hospital belong to the Health Care of Ontario Pension Plan (HOOPP).

The executive staff as well as all employees at the Hornepayne Community Hospital belong to the following:

Group Life Insurance 2X annual salary – paid out by the insurer, not the hospital.

Disability Income Plan which covers short-term and long-term sick and disability. Short-term sick leave paid by hospital and long-term paid by insurer.

Accidental Death and Dismemberment which is paid out by insurer.

All executive staff as well as employees receive the following benefits:

Dental

Extended Health Care and Drugs

Semi

Future Benefits (from retirement to age 65)

Part-time employees receive 9 – 14% in lieu of the above benefits, and statutory holiday pay.

Executive staff and all on-call staff receive phone allowance.

Executive staff \$100/monthly

Lab \$50/monthly

X-Ray \$50/monthly

Executive vacation entitlement is based on ONA union entitlement +2%.

Executive staff, only, receives a car allowance when they use their vehicle to attend out-of-town meetings.

This is governed by internal policies. See travel expense policies posted on the website under travel policies.

Our hospital believes that professional development is important for all our staff from front-line to executives. Ongoing professional development helps to ensure that our hospital benefits from the later thinking with respect to clinical practice, management, and governance. The majority of education, in the past years, conducted via web-casts and telemedicine. 95% of education costs for the past two years were for front-line employees.

Attached is a summary of compensation/benefits received by all employees at the Hornepayne Community Hospital, as a comparison guide.

If you have any questions or require clarification, please contact the Human Resources department at Hornepayne Community Hospital (807) 868-2442 ext. 136.

	Chief Executive Officer	Senior Management	Non-Union Technical (Lab/X-Ray)	Non-Union Technical (Other)	CUPE	ONA
Salary Scale	6 - Steps	6 - Steps	6 - Steps	6 - Steps	6 - Steps	10 - Steps
Progression on Scale	FT = 1950 hrs annually	FT = 1950 hrs PT = 1500 hrs annually	FT = 1950 hrs PT = 1500 hrs annually	FT = 1950 hrs PT = 1500 hrs annually	FT = 1950 hrs PT = 1725 hrs annually	FT = 1950 hrs PT = 1500 hrs annually
Cost of Living Increases	Greater of ONA or CUPE settlements, effective April 1, unless a mandated freeze is in place	Greater of ONA or CUPE settlements, effective April 1, unless a mandated freeze is in place	Increase to parity with OPSEU, effective April 1, unless a mandated freeze is in place	Greater of ONA or CUPE settlements, effective April 1, unless a mandated freeze is in place	As per settlement effective September 29	As per settlement effective April 1
Performance Based Compensation at Risk	Total 3%, 1% for each performance indicator -Year-end margin -Medical errors -Eldcap fall rate	Total 3%, 1% for each performance indicator -Year-end margin -Medical errors -Eldcap fall rate	0	0	0	0
Severance Pay	0	0	0	0	As per contract	As per contract
Pension Full-Time & Part-Time (must meet eligibility criteria)	Health Care of Ontario Pension Plan (HOOPP)	Health Care of Ontario Pension Plan (HOOPP)	Health Care of Ontario Pension Plan (HOOPP)	Health Care of Ontario Pension Plan (HOOPP)	Health Care of Ontario Pension Plan (HOOPP)	Health Care of Ontario Pension Plan (HOOPP)
Group Life Insurance (Full-Time) Claims Paid out by Insurer, not Hospital **	-HOOGLIP- Hospitals of Ontario Group Life Insurance Plan 2X Annual salary 100% premiums paid	-HOOGLIP- Hospitals of Ontario Group Life Insurance Plan 2X Annual salary 100% premiums paid	-HOOGLIP- Hospitals of Ontario Group Life Insurance Plan 2X Annual salary 100% premiums paid	-HOOGLIP- Hospitals of Ontario Group Life Insurance Plan 2X Annual salary 100% premiums paid	-HOOGLIP- Hospitals of Ontario Group Life Insurance Plan 2X Annual salary 100% premiums paid	-HOOGLIP- Hospitals of Ontario Group Life Insurance Plan 2X Annual salary 100% premiums paid
Disability Income Plan (Full-Time) **	-HOODIP- Hospitals of Ontario Disability Income Plan Short-term & Long-term disability 100% premiums paid	-HOODIP- Hospitals of Ontario Disability Income Plan Short-term & Long-term disability 100% premiums paid	-HOODIP- Hospitals of Ontario Disability Income Plan Short-term & Long-term disability 100% premiums paid	-HOODIP- Hospitals of Ontario Disability Income Plan Short-term & Long-term disability 100% premiums paid	-HOODIP- Hospitals of Ontario Disability Income Plan Short-term & Long-term disability 75% premiums paid	-HOODIP- Hospitals of Ontario Disability Income Plan Short-term & Long-term disability 75% premiums Paid

** Desjardin Financial Services is our current carrier for HOOGLIP, HOODIP, AD&D, Dental, EHC, and Private Hospital Accommodation

(Continued)	Chief Executive Officer	Senior Management	Non-Union Technical (Lab/X-Ray)	Non-Union Technical (Other)	CUPE	ONA
Accidental Death and Dismemberment (Full-Time)	Accident Death and dismemberment benefit 100% premiums paid	Accident Death and dismemberment benefit 100% premiums paid	Accident Death and dismemberment benefit 100% premiums paid	Accident Death and dismemberment benefit 100% premiums paid	Accident Death and dismemberment benefit 100% premiums paid	Accident Death and dismemberment benefit 100% premiums paid
Dental & Extended Health Benefits (Full-Time)	Dental & EHC 100% premiums Paid	Dental & EHC 100% premiums paid	Dental & EHC 100% premiums Paid	Dental & EHC 100% premiums Paid	Dental & EHC 75% premiums Paid	Dental & EHC 75% premiums Paid
Private Room Hospital Accommodations (Full-Time)	Private Accommodations 100% premiums Paid	Private Accommodations 100% premiums Paid	Private Accommodations 100% premiums Paid	Private Accommodations 100% premiums Paid	Private Accommodations 100% premiums Paid	Private Accommodations 100% premiums Paid
Future Benefits for Retirees	Dental, EHC, & Private Accommodations Same % premiums paid as active employees	Dental, EHC, & Private Accommodations Same % premiums paid as active employees	Dental, EHC, & Private Accommodations Same % premiums paid as active employees	Dental, EHC, & Private Accommodations Same % premiums paid as active employees	Dental, EHC, & Private Accommodations Same % premiums paid as active employees	Dental, EHC, & Private Accommodations Same % premiums paid as active employees
% in Lieu of Benefits (Part-Time)	N/A	N/A	13% 9% if HOOPP Member	13% 9% if HOOPP Member	14% 14% if HOOPP Member	13% 9% if HOOPP Member
Cell Phone Allowance	\$100/monthly	\$100/monthly	\$50/monthly	0	0	0
Education & Professional Development	Open, Board Approval Required	Open Manager/CEO Approval Required	Open Manager/CEO Approval Required	Open Manager/CEO Approval Required	Open Manager/CEO Approval Required	Open Manager/CEO Approval Required
Car Allowance	0	0	0	0	Maintenance Staff maximum \$15/day	0
Travel Expenses/Allowance	As per Hospital Policy	As per Hospital Policy	As per Hospital Policy	As per Hospital Policy	As per Hospital Policy or as Predetermined	As per Hospital Policy or as Predetermined
Vacation Entitlement	Greater of ONA or CUPE Agreements + 2%	Greater of ONA or CUPE Agreements + 2%	As per ONA Agreement	As per CUPE Agreement	As per CUPE Agreement	As per ONA Agreement

