



HORNEPAYNE COMMUNITY HOSPITAL

P.O. BOX 190, 278 FRONT STREET, HORNEPAYNE, ONTARIO POM 1Z0 (807)868-2442 FAX: (807) 868-2697

November 29, 2023

RE: Amendment to Executive Compensation Agreements

In light of the suspension of the Broader Public Sector Executive Compensation Act, our Executives at the Hornepayne Community Hospital have not had any adjustments to their compensation plan agreement since March 2010. Over the past 13 years the following Executive positions have had to take on, without choice, a multitude of responsibilities without additional compensation.

- Chief Executive Officer;
- Chief Nursing Officer;
- Chief Financial Officer; and
- Chief Operating Officer (Manager Finance/HR).

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. Significantly more Financial and Statistical reporting during and post COVID.
2. Changes in LHIN, MOH, OH; limited supports and resources.
3. Physician shortage: increased Hospital Executives regularly recruiting, assisting with travel, housing.
4. Addition of two properties, which require ongoing property management.
5. COVID Assessment Centre since October 2020 run simultaneously on Hospital site.
6. Pressures to do more with less while community services have reduced (Homecare, EMS, no Coach for Life, no CNIB).
7. Increased Human Health Resources requirements and demands over the past 3 years.
8. Diminished management team over past 5 years requiring the executive team to take on a myriad of new roles, at risk of personal wellbeing and work-life balance. Recruitment and retention for those key positions is challenging at best; therefore, remuneration must be fair, equitable, and comparable to other public sectors not subject to executive compensation restrictions.

Considering 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:

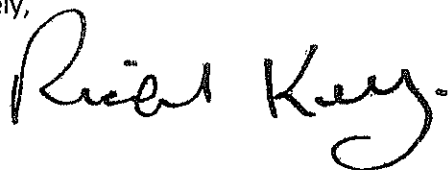
That all terms and conditions remain unchanged as per their existing employment contracts with the exception of the following:

- The base salary of \$142,174.50 for the "Chief Executive Officer" effective April 1, 2023;
- The base salary of \$122,655.00 for the "Chief Nursing Officer" effective April 1, 2023;
- The base salary of \$122,655.00 for the "Chief Financial Officer" effective April 1, 2023;
- The base salary of \$122,655.00 for the "Chief Operating Officer, (Manager Finance/HR)" effective April 1, 2023.

Because of the ongoing suspension of the Broader Public Sector Executive Compensation, the Hospital will have to maintain the above salaries 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 Hornepayne Community Hospital 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,

A handwritten signature in black ink that reads "Richard Kelly". The signature is written in a cursive style with a large, prominent "R" and "K".

Richard Kelly
Hornepayne Community Hospital Board Chair