

## Senior Executive Contracts at CHEO

CHEO is a pediatric health and research center providing outstanding patient care, pioneering breakthrough research, and training the health care professionals of tomorrow.

With more than \$220 million in annual revenues, CHEO is the second largest hospital in the Champlain Local Health Integration Network (LHIN), and has more than 2,500 doctors, nurses and additional staff dedicated to providing the best possible care for the children and youth of our community.

CHEO is one of only a few stand-alone pediatric hospitals in Canada, and has more than 6,000 admissions, 7,000 surgeries and 165,000 clinic visits each year. It also has one of the busiest pediatric emergency rooms in the country, treating more than 60,000 patients a year.

Through funding from both the Ministry of Health and Long Term Care (MOHLTC) and the Ministry of Child and Youth Services (MCYS), CHEO runs specialized programs for eating disorders, autism, psychiatric mental health, sexual assault, telepsychiatry, and early language development.

In addition to its clinical mandate, CHEO is an academic health science center. Each year, it provides education to 1,600 future pediatricians and students in nursing and other health professions. And the 250 researchers at the CHEO Research Institute's conduct \$17 million in leading-edge pediatric research.

CHEO also extends its expertise outside its walls, providing training for doctors and nurses in community hospitals on best-practices for pediatric care.

CHEO houses several provincial and regional programs, including the Provincial Centre of Excellence for Child and Youth Mental Health, the Ontario Newborn Screening Program, Better Outcomes Registry Ontario and the Champlain Maternal Newborn Program.

Given the complexity and gravity of its mandate, CHEO takes seriously its responsibility to recruit strong, experienced leadership. Given its commitment to patients, CHEO also takes seriously its responsibility to ensure the focus of fiscal resources remains steadfast on patient care.

As such, CHEO's executive recruitment and compensation strategy is centered on finding the best people for the job, with salaries targeted in the mid-range for similar positions in this sector.

## Executive contracts overview

The Chief Executive Officer (CEO) has a contract in place.

Other members of the Senior Executive Team are subject to the terms and conditions of employment described below.

## Salary

The CEO's salary is set by the Board. CHEO trustees have been careful to set a compensation rate that is competitive within the hospital sector, taking into account the scope and complexities of the position.

- President and CEO Alex Munter: \$330,000

In determining salaries for members of the Senior Executive Team, CHEO takes into consideration the market rates and salaries of comparable executives at other local hospitals and balances this with both the need to attract and retain highly-qualified individuals and the need to be fiscally responsible and maximize investment in patient care.

These executives are eligible for a yearly increase as determined by the Board. Salaries were frozen in 2010 and 2011.

- Debbie Archambault, Acting Chief Financial Officer: \$121,173
- Ginette Champagne, VP Human Resources: \$142,100
- Patricia Elliott-Miller, VP Patient Services and Chief Nursing Executive: \$180,238
- Susan Richardson, VP Professional Services: \$180,238
- Tyson Roffey, Chief Information and Privacy Officer: \$142,915

As Chief of Staff, Dr. Carrol Pitters salary is \$262,000 annually.

## Benefits

With the exception of the Chief of Staff, members of the executive team are entitled to a short term and long term disability plan, dental plan, life insurance and extended health care. Premiums are paid 100% by the employer, as is the case for all non-unionized employees.

As part of their insured benefits, they have access to a \$2,500 health spending account, subject to rules enacted by the Canada Revenue Agency. \*

All are entitled to 5 or 6 weeks of vacation based on service and experience.

Members of the executive team are entitled to the following work-related supports:

- Participation at relevant provincial, national or North American conferences as approved by the President;
- Reimbursement of reasonable expenses for business travel and conferences as approved by the President and in compliance with the business travel policy posted in the "reports" section of the CHEO web site;

- Computer and telecommunications equipment and accessories that remain hospital property;
- Membership in the Canadian College of Health Service Executives and one other professional association where relevant;\*
- Monthly car allowance of \$500, except for the CEO who does not receive a car allowance;\*
- Discretionary fund of up to \$2,500 (\$5,000 for the CEO) for reimbursement of work-related expenses in accordance with the Ontario Government directive. \*

NOTE: (\*) These items do not apply to the Chief of Staff, nor to the acting CFO who is not the incumbent in the position.

## Performance

As required by the Excellent Care for All Act, CHEO has an executive performance program that ties elements of the compensation program directly to the successful execution of measurable objectives. Performance bonuses are paid in the form of vacation days.

The performance review for the CEO and the Chief of Staff are conducted by the Board of Trustees. Performance reviews for other members of the executive team are conducted by the CEO, and reviewed by the Board Chair.

Members of the senior executive team may be entitled to receive a performance bonus of up to 10%, paid in the form of additional vacation days.

## Severance

There is no voluntary resignation allowance or retirement allowance provided. Other than the CEO, current members of the senior executive team were hired into their positions between 1989 and 2007, under varying terms. Should they be terminated without cause, severance would range from a minimum of six to a maximum of 21 months (after 18 years of service). CHEO is standardizing severance provisions and all newly hired senior executives, starting with the current CEO, will be entitled to a severance equal to one month notice (or pay in lieu of notice) for each completed year of employment, with a minimum of six and a maximum of 18 months (after 18 years of service).