



Executive Compensation Framework

PROCEDURE

Number: **BD 4-9**

Manual: Board Manual

Approval Date: June 13, 2018

Section in Manual: Administration - General

Approved by: Board of Directors

Cross References: *BD 4-8*

Market Comparisons

Executive compensation is determined through an analysis of appropriate comparable positions at comparator organizations selected by SJCG for purposes of determining the maximum salary and performance-based pay available to each designated executive or class of executives. At least three of the following five factors are taken into consideration for selection of comparator organizations:

- Scope of responsibility of the organization’s executives;
- Type of operations the organization engages in;
- Industries within which the organization competes for executives;
- Size of the organization; and/or
- Location of the organization.

To support SJCG in the recruitment and retention of executive talent, comparator organizations within Ontario’s public healthcare sector with similar scope and complexity to that of SJCG are typically selected as the primary comparator group.

The compensation and benefits program will comply with all legislation, including the Excellent Care for All Act, 2010 (ECFAA), and the Broader Public Sector Executive Compensation Act, the Executive Compensation Framework regulation, and the Compensation Policy approved by the

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Annual Compensation

In accordance with ECFAA, a portion of executive compensation shall be withheld annually until the results of the required annual SJCG Quality Improvement Plan (as per ECFAA) is determined. The Board of Directors approves the recommended quality improvement indicators to be held at risk annually for the President and CEO, the Chief of Staff and the Vice Presidents.

Compensation adjustments will be provided on an annual basis. The annual effective date for adjustments to executive compensation is April 1.

The President & CEO will be accountable for the performance of members of the Leadership Team, and determining the level of salary for each member of the Leadership Team. The President & CEO will provide the Ad Hoc Executive Compensation/Performance Review Committee with information relating to the rationale for executive compensation decisions.