

**Terms and Conditions of Employment**

Scott Potts

Vice President – Infrastructure & Planning

St. Joseph's Care Group

1. As a result of the Excellent Care for All Act, new salary scales (with a 3% reduction at each step) were implemented for members of the Leadership team, effective April 1, 2011. The resultant salary scale for this position is:

\$142,921.74   \$149,239.35   \$155,519.13   \$161,836.74   \$168,154.35

2. The employee's current annual salary is \$168,154.35.
3. In accordance with the Board-approved performance-based compensation model, upon annual review (March 31, 2014), the Board and the President/CEO will determine whether Performance Goals have been met, and whether the full 3% of salary (or a portion thereof) will be paid out to each member of the executive team (including the Chief of Staff).
4. Except as provided elsewhere, the employee is eligible to participate in a comprehensive benefit plan as outlined in Appendix A "Summary of Benefits" and Appendix B, "Terms and Conditions of employment for Management/Non-Union Staff".
5. The employer will provide the employee with a \$2,000 Health Spending Account on an annual basis, to pay allowable medical and dental expenses according to CCRA guidelines.

This money will be utilized to pay medical and dental expenses up to this limit. Once the total expenses for the employee reach the annual limit listed above, there will be no further reimbursement of expenses for that year. If the employee did not fully utilize the limit in a given year, it can be rolled to the next year's Health Spending Account. Any monies rolled to the next year's Health Spending Account MUST be used in the following year or they are lost.

The Health Spending Account utilizes the same claims payor as the fully insured plan and as long as the expenses are allowed, they will be reimbursed until the maximum is reached.

6. The employee is entitled to 37.5 hours annually in lieu of on call duty, which will come into effect at the time the incumbent is included in the on call duty schedule.
7. The employer will pay the employee's annual dues associated with a professional association.
8. The employer will provide the President and Vice Presidents who retire and have not yet reached age 65 and who are in receipt of the Employer's pension plan benefits, semi-private, extended health care and dental benefits on the same basis as is provided to active employees. The Care Group will contribute towards the billed premiums of certain benefits. The early-retired employee will be billed their share of the premium for the insured benefit plan.



Scott Potts  
Vice President-Infrastructure & Planning



Tracy Buckler, RN, BScN, MHS, CHE  
President & CEO  
St. Joseph's Care Group

Date:

July 15/2013

Date:

June 28/13.