

BOARD MANUAL

SUBJECT: CMH Executive Compensation Policy		NUMBER: 2-B-20
SECTION: Corporate Performance and Oversight	APPROVED BY: Board of Directors	
DATE: April 29, 2015	REVISED/REVIEWED: April 25, 2018, May 26, 2021	

The Board is responsible for establishing policies to ensure the appropriate oversight and management of the organization. Cambridge Memorial Hospital is committed to sharing information and engaging with the public. As part of this accountability, the Board makes available to the public the details of compensation for all senior executives¹.

Compensation for hospital senior executives is governed by legislation, including, but not limited to;

- Broader Public Sector Accountability Act, 2010
- Excellent Care for All Act, 2010
- Broader Public Sector Executive Compensation Act, 2014

The Board is responsible for determining the senior executive compensation policies and practices. Senior executive contracts shall comply with all applicable legislation. CMH has a comprehensive performance and compensation program for senior executives.

Chief Executive Officer (CEO) and Chief of Staff (COS)

A portion of CEO and COS compensation is performance-related pay and is directly linked to the goals within the organization's Quality Improvement Plan and other key performance indicators for the organization.

Each year the Executive Committee, after consultation with the CEO and COS, shall recommend to the Board the performance indicators and their proportional weighting attributed to the performance-related pay.

The Executive Committee conducts an annual performance evaluation of the President and CEO as outlined in policy 2-B-25 and for the Chief of Staff as outlined in policy 2-B-26. Based on the results of the performance review, the Executive Committee recommends to the Board the payment of none, some or all of the performance-related pay.

¹ Senior Executives include the CEO, COS and the Vice Presidents at the Hospital.

Vice Presidents

A portion of the Vice Presidents' compensation is performance-related pay and is directly linked to the goals within the organization's Quality Improvement Plan and other key performance indicators for the organization.

Each year the CEO, after consultation with the Vice Presidents, shall establish the performance indicators and their proportional weighting attributed to the performance-related pay for each individual.

The CEO conducts an annual performance evaluation of the Vice Presidents. Based on the results of the performance review, the CEO awards payment of none, some or all of the performance-related pay to the Vice Presidents.

¹ Senior Executives include the CEO, COS and the Vice Presidents at the Hospital.