

MGH 2017 Executive Compensation											
Title	Salary	ECFAA* Legislated Performance Incentive	Life Insurance	Parking	Health Spending Account	Severance	Vacation	HOOPP	LTD	Professional Memberships	Other Perquisites
Chief Executive Officer	\$425,000.00	\$20,000.00	4x	N/A	N/A	18 months base salary & benefits (excluding long term disability coverage). Reimbursement for relocation counselling to a maximum of \$20,000 (will cease upon acceptance of a new position).	6 weeks	Standard entitlement eligible to all FT Non-Union Employees	Standard percentage entitlement eligible to all FT Non- Union Employees with a maximum LTD benefit of \$15,000	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A
Vice President, Patient Experience, Chief Nursing Executive & Health Professions	\$203,500.00	\$10,000.00	4x	N/A	N/A	Standard severance package eligible to all FT non-union employees	7 weeks	Standard entitlement eligible to all FT Non-Union Employees	Standard percentage entitlement eligible to all FT Non- Union Employees with a maximum LTD benefit of \$15,000	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A
Vice President, Program Support	\$217,484.48	\$15,000.00	4x	N/A	N/A	12 months base salary & benefits. Upon acceptance of a new position severance period will end and half of the balance owing will be received in a lump sum	5 weeks	Standard entitlement eligible to all FT Non-Union Employees	Standard percentage entitlement eligible to all FT Non- Union Employees with a maximum LTD benefit of \$15,000	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A
Vice President, Corporate Support & Chief Financial Officer	\$225,000.00	\$15,000.00	4x	N/A	N/A	12 months base salary & benefits plus 1 additional month for each full year of service up to a maximum of 18 months. Reimbursement for relocation counselling to a maximum of \$20,000 (will cease upon acceptance of a new position).	7 weeks	Standard entitlement eligible to all FT Non-Union Employees	Standard percentage entitlement eligible to all FT Non- Union Employees with a maximum LTD benefit of \$15,000	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A
Vice President, Programs	\$210,000.00	\$15,000.00	4x	N/A	N/A	Standard severance package eligible to all FT non-union employees.	7 weeks	Standard entitlement eligible to all FT Non-Union Employees	Standard percentage entitlement eligible to all FT Non- Union Employees with a maximum LTD benefit of \$15,000	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A
Vice President, Redevelopment	\$225,000.00	\$5,000.00	4x	N/A	N/A	12 months base salary & benefits (excluding long term disability coverage).	6 weeks	Standard entitlement eligible to all FT Non-Union Employees	Standard percentage entitlement eligible to all FT Non- Union Employees with a maximum LTD benefit of \$15,000	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A
Chief of Staff	\$209,000.00	\$20,000.00	N/A	N/A	N/A	1 month's payment in lieu of notice	12% Vacation Pay	N/A	N/A	MGH provides payment for professional memberships for our executive team as it relates to required professional development which is associated with being an accredited Hospital.	N/A