

Sun Country Regional Health Authority: Total Performance Pay at Risk: \$44,255 (Range: 90% to 110% of \$221,273 Base Salary)

President & CEO - Marga Cugnet

System											
8.0%											
Surgery				Falls and Restraints				Medication Reconciliation			
4.00%				2.00%				2.00%			
% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
50%	4.0%	99.21%	1.84%	25%	2.0%	90%	0.00%	25%	2.0%	110%	2.00%
			\$4,076				\$0				\$4,425

	Maximum Possible		Actual Earned Pay	
System	8.00%	\$17,702	3.84%	\$8,501
Organization	8.00%	\$17,702	6.00%	\$13,276
Patient Experience	2.00%	\$4,425	1.00%	\$2,213
Behavioural	2.00%	\$4,425	1.00%	\$2,213
Total P4P:	20.00%	\$44,255	11.84%	\$26,203

Total System Pay for Performance: 3.84% of 8% \$8,501

Organizational															
8.0%															
Falls				Attendance Management: WCB Days				Operating Results				10 Year PFCC Plan			
2.00%				2.00%				2.00%				2.00%			
% of Total Organizational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
25%	2.0%	100%	1.00%	25%	2.0%	110%	2.00%	25%	2.0%	110%	2.00%	25%	2.0%	100%	1.00%
			\$2,213				\$4,425				\$4,425				\$2,213

Total Organization Pay for Performance: 6.00% of 8% \$13,276

Patient/Client Experience			
2.0%			
Patient Satisfaction Tool			
2.0%			
% of Total Patient/Client Experience Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
100%	2%	100%	1.00%
			\$2,213

Total Patient Experience Pay for Performance: 1.00% of 2% \$2,213

Behavioural							
2.0%							
360 degree feedback				Staff Satisfaction			
1.00%				1.00%			
% of Total Behavioural Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Behavioural Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
50%	1.00%	110%	1.00%	50%	1.00%	90%	0.00%
			\$2,213				\$0

Total Behavioural Pay for 1.00% of 2% \$2,213