

June 22, 2011

Mr. Rob Desroches  
Director, Patient Flow  
Waypoint

Dear Rob:

Thank you for your submission of a job fact sheet to assist in the re-evaluation of your position. The re-evaluation was completed by the Hay Group in response to the re-organization of Waypoint's organizational structure in 2010. You will recall that at the time of the implementation of the new organization structure, your classification and rate of pay were guaranteed until March 31, 2011. Waypoint undertook to evaluate the impact of the change on positions arising from the re-organization for the purposes of determining what (if any) changes need to occur regarding classifications and rates of pay effective April 1, 2011.

This letter will confirm that your position remains classified in the same salary band as previously. Therefore, no change is being made to the classification of your position and no change in compensation is being implemented.

Thank you for your participation in this process.

Yours truly,



(Mrs.) Michelle Quealey  
Vice-President, Human Resources and  
Organizational Development

Mental Health Centre Penetanguishene  
Le Centre de santé mentale de Penetanguishene

500 Church Street, Penetanguishene ON L9M 1G3  
500, rue Church, Penetanguishene ON L9M 1G3

April 22, 2009

Mr. Rob Desroches

[Redacted] s. 21(1) + s. 21(3)(d)(f)  
Mental Health Centre Penetanguishene

Dear Rob:

Your position as [Redacted] s. 21(1) + s. 21(3)(d)(f) has been evaluated in pay level band 11. The following is the pay scale for your position:

Effective date	Notes	Minimum	Step 2	Step 3	Step 4	Maximum
01/04/09	Hay report	\$99,691	<b>\$104,089</b>	\$108,487	\$112,885	\$117,283
01/04/09	2.5% COLA conversion to hrly	\$102,182.81	<b>\$106,690.88</b>	\$111,198.94	\$115,707.01	\$120,215.08
01/04/09	7.5/day	\$52.40144	<b>\$54.71327</b>	\$57.02510	\$59.33693	\$61.64876

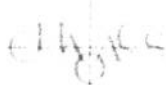
Our records indicate that your current salary is [Redacted] s. 21(1) + s. 21(3)(f) FIPAA and that you have greater than 5 years service with MHCP as a manager. Therefore you have been placed at the second step of this grid. Note that the same grid applies to your home position (copy attached). You will progress to the next step on the grid on your anniversary date (continuous service date).

As previously communicated, you will see your new rate of pay on May 14<sup>th</sup>; and the retroactive portion of your payment on May 28<sup>th</sup>.

Please see me if you have any questions.

Yours truly,

(Mrs.) Michelle Quealey  
Project Manager  
Human Resources



Catholic Health Association of Ontario  
Association Catholique de la Santé de l'Ontario

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