

## **Denver Health and Hospital Authority Board of Directors Statement**

The members of the Denver Health and Hospital Authority Board of Directors understand the anger, frustration and pain created by the Management Incentive Payments received by the leadership of Denver Health.

The board takes its responsibility seriously, and the compensation approach is designed to attract and retain the very best talent. Members of this board recognize the distress caused by the incentive payments. The compensation system, was created and is overseen by this board and not by the leadership of Denver Health, or the employees who are covered by the plan. It was the decision of the board to award payments based on the compensation plan we put in place.

We know everyone on the front line is working hard, in an incredibly stressful time, taking care of patients while taking risks. We regret the division this situation has created but appreciate the willingness of our staff to speak up and share their concerns.

The leadership group of Denver Health, comprised of the Executive Staff and physician Directors of Service, have informed the Board that they will reduce their salaries by 20% effective immediately to help mitigate the economic impact of this pandemic on Denver Health. CEO Robin Wittenstein has previously shared her 30% compensation reduction.

Based on the voices we have heard from staff and from leadership, the board will revisit the compensation philosophy and approach for Denver Health, including but not limited to the leadership group. As part of this work, the Board will review the Management Incentive Plan.

The Board members are proud of serving Denver Health. We are inspired by our employees and the quality of care they provide. The Board and leadership are totally aligned on the commitment to deliver world class care to our patients throughout this crisis and beyond. We stand with our staff in our continued dedication to delivering on our mission for the vulnerable in our community.