



June 3, 2020

Christina Zacharuk  
President & Chief Executive Officer  
Public Sector Employers' Council Secretariat  
Suite 210 - 880 Douglas Street  
Victoria, BC V8W 2B7

via email: [Christina.Zacharuk@gov.bc.ca](mailto:Christina.Zacharuk@gov.bc.ca)

Dear Ms. Zacharuk:

Interior Health Authority  
Public Sector Executive Compensation Disclosure

Please find the enclosed compensation information for the President and Chief Executive Officer and the next four highest ranking/paid Executives, as per statutory requirements.

I attest that:

- a. As Board Chair of the Interior Health Authority, I am aware of the executive compensation paid to these executives in the fiscal year ending March 31, 2020.
- b. The compensation information being disclosed is accurate and includes **all** compensation paid by the employer, foundations, subsidiaries or any other organization related to or associated with the Interior Health Authority.
- c. The compensation information being disclosed also includes the value of any pre or post-employment payments made during the 12 month period before or after the term of employment.
- d. Compensation provided was within approved compensation plans and complies with these guidelines.

Sincerely,

A handwritten signature in blue ink that reads "Doug Cochrane".

Dr. Doug Cochrane  
Chair, Board of Directors  
Interior Health Authority

Encls: (1)

# EXECUTIVE COMPENSATION DISCLOSURE

Interior Health Authority

## Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 347,547	-	\$ 23,644	\$ 34,243	\$ 12,250	\$ 417,684	\$ 349,751	\$ 311,666
Karen Bloemink, VP, CLINICAL OPERATIONS, IH NORTH	\$ 235,642	-	\$ 19,215	\$ 23,217	-	\$ 278,074	\$ 237,775	
Trevor Corneil, VP, POPULATION HEALTH & CMHO	\$ 282,191	-	\$ 17,385	\$ 27,803	\$ 13,344	\$ 340,723	\$ 323,495	\$ 329,145
Mike Ertel, VP, MEDICINE & QUALITY	\$ 287,475	-	\$ 19,168	\$ 28,324	-	\$ 334,967	\$ 327,593	\$ 274,734
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 232,642	-	\$ 23,014	\$ 22,922	-	\$ 278,578		
Donna Lommer, VP, SUPPORT SERVICES & CFO	\$ 264,085	-	\$ 23,078	\$ 26,019	-	\$ 313,182	\$ 306,289	\$ 302,833



## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	<p><b>General Note:</b> Significant increase in Total Compensation represents first full year in role, compared to 5 months in role reflected in 2018/2019 Total Compensation.</p> <p><b>Perquisite/Other Allowance Note:</b> Perquisite Other Allowance: \$1,208 for paid parking \$1,704 taxable benefits for personal vehicle use</p>
Karen Bloemink, VP, CLINICAL OPERATIONS, IH NORTH	<p><b>General Note:</b> Significant increase in Total Compensation represents first full year in role, compared to 5 months acting in, and 3 months owning the role reflected in 2018/2019 Total Compensation.</p>
Trevor Corneil, VP, POPULATION HEALTH & CMHO	<p><b>General Note:</b> On Salary Continuance for 10 months, beginning January 13th, 2020 – November 13th, 2020. Benefits coverage and pension contribution remains unchanged during this time. Dr. Corneil is paid from the Physician Master Agreement Compensation Schedule. He also receives payment for additional clinical duties performed unrelated to VP role (\$10,083) and disclosed through the Financial Information Act requirements.</p>
Mike Ertel, VP, MEDICINE & QUALITY	<p><b>General Note:</b> Dr. Ertel is a practicing physician with additional clinical earnings (\$3563) paid by MSP and disclosed through the Financial Information Act requirements.</p>
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	<p><b>General Note:</b> Shallen was hired by Interior Health April 29, 2019 with an annualized base salary of \$258,500.</p>
Donna Lommer, VP, SUPPORT SERVICES & CFO	