



May 26, 2021

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

via email: [John.Davison@gov.bc.ca](mailto:John.Davison@gov.bc.ca)

Dear Mr. Davison:

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, 2021.
- 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,

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

# EXECUTIVE COMPENSATION DISCLOSURE

Interior Health Authority

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 336,056	-	\$ 19,546	\$ 35,041	\$ 29,612	\$ 420,255	\$ 417,684	\$ 349,751
Albert S De Villiers, CHIEF MEDICAL HEALTH OFFICER	\$ 184,369	-	\$ 10,565	\$ 10,702	-	\$ 205,636		
Mike Ertel, VP, MEDICINE & QUALITY	\$ 293,180	-	\$ 21,292	\$ 28,907	\$ 916	\$ 344,295	\$ 334,967	\$ 327,593
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH-	\$ 263,500	-	\$ 19,820	\$ 25,981	\$ 747	\$ 310,048	\$ 278,578	
Donna Lommer, VP, CLINICAL AND CORPORATE SERVICES	\$ 269,327	-	\$ 19,157	\$ 26,555	-	\$ 315,039	\$ 313,182	\$ 306,289



## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	<b>General Note:</b> Significant increase in Total Compensation reflects increase in Vehicle Transportation Allowance (new car lease agreement), as well as large vacation payout. Interior Health provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Interior Health will forgo standard performance based increases for the 2020/21 performance year.
Albert S De Villiers, CHIEF MEDICAL HEALTH OFFICER	<b>General Note:</b> Low actual base salary, benefit, and pension amounts reflect only having 7 months in role.
Mike Ertel, VP, MEDICINE & QUALITY	<b>Other Note:</b> Dr. Ertel received payment for physician services over the course of the fiscal year 2020/21 which will be disclosed by the Medical Services Commission's Financial Statement or Blue Book later in the year. Dr. Ertel is a practicing physician with earnings (\$916) for clinical duties disclosed separately as required by the Financial Information Act. Interior Health provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Interior Health will forgo standard performance based increases for the 2020/21 performance year.
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	<b>General Note:</b> Significant increase in actual base salary reflects the 1st full reporting year that Shallen has been employed with IH. Interior Health provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Interior Health will forgo standard performance based increases for the 2020/21 performance year. <b>Other Note:</b> \$747 in other for membership fees with College of Pharmacists of BC as it is not a requirement for his position.
Donna Lommer, VP, CLINICAL AND CORPORATE SERVICES	<b>General Note:</b> Significant decrease in benefits cost associated with the removal of dependents from coverage. Pension contributions are 0.1% off due to rounding in previous and current year. Interior Health provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Interior Health will forgo standard performance based increases for the 2020/21 performance year.