

May 30, 2022

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

Sent 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, 2022.
- 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,



Doug Cochrane  
Chair, Board of Directors

Encl(s): 2

We recognize and acknowledge that we are collectively gathered on the traditional, ancestral, and unceded territories of the seven Interior Region First Nations, where we live, learn, collaborate, and work together. This region is also home to 15 Chartered Métis Communities. It is with humility that we continue to strengthen our relationships with First Nation, Métis, and Inuit peoples across the Interior.

# EXECUTIVE COMPENSATION 2022

Interior Health Authority

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 341,925	-	\$ 30,566	\$ 34,611	\$ 34,343	\$ 441,445	\$ 420,255	\$ 417,684
Albert S De Villiers, CHIEF MEDICAL HEALTH OFFICER	\$ 189,958	-	\$ 22,860	\$ 27,267	\$ 121,571	\$ 361,656	\$ 205,636	
Mike Ertel, VP, MEDICINE & QUALITY	\$ 280,947	-	\$ 26,947	\$ 28,553	\$ 14,072	\$ 350,519	\$ 343,379	\$ 334,967
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 259,096	-	\$ 25,536	\$ 25,662	\$ 5,350	\$ 315,644	\$ 310,048	\$ 278,578
Donna Lommer, VP, CLINICAL & CORPORATE SERVICES	\$ 255,739	-	\$ 26,129	\$ 26,230	\$ 17,712	\$ 325,810	\$ 315,039	\$ 313,182
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	\$ 269,118	-	\$ 20,660	\$ 30,032	\$ 69,549	\$ 389,359		

# EXECUTIVE COMPENSATION 2022

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 34,343	-	\$ 9,482	\$ 13,677	\$ 10,681	-	\$ 503
Albert S De Villiers, CHIEF MEDICAL HEALTH OFFICER	\$ 121,571	-	-	\$ 90,094	-	-	\$ 31,477
Mike Ertel, VP, MEDICINE & QUALITY	\$ 14,072	-	-	\$ 12,411	-	-	\$ 1,661
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 5,350	-	-	\$ 4,563	-	-	\$ 787
Donna Lommer, VP, CLINICAL & CORPORATE SERVICES	\$ 17,712	-	-	\$ 16,751	-	-	\$ 961
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	\$ 69,549	-	-	\$ 7,899	-	-	\$ 61,650

## EXECUTIVE COMPENSATION 2022

### Notes

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	<p><b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. 15 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the current reporting period. An error with the previous year's disclosure omitted statutory benefits from the total value of compensation reported under the Statutory and Health Benefits heading. The corrected value of compensation earned by this executive in the Statutory and Health Benefits section for the 2020/2021 period was \$25,562.</p> <p><b>Other Note:</b> Paid Leave = 37.5 hours CTO (\$6838.50) and 37.5 hours on-call in lieu (\$6838.50). Vehicle Transportation Allowance = Car Lease Payments (\$8,023), Insurance (\$705), Maintenance (\$557), Fuel (\$1370), Registration (\$27) Other = CEO Membership Renewal (\$503.31)</p>
Albert S De Villiers, CHIEF MEDICAL HEALTH OFFICER	<p><b>General Note:</b> This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. During the 2020/21 fiscal year, Dr. De Villiers was in the Chief MHO role from April 1, 2021 to June 8, 2021. He was then on a general paid leave from Jun 9, 2021 to October 3, 2021. Upon return to work on October 4, 2021 he has been reassigned to project MHO duties. An error with the previous year's disclosure omitted statutory benefits from the total value of compensation reported under the Statutory and Health Benefits heading. The corrected value of compensation earned by this executive in the Statutory and Health Benefits section for the 2020/2021 period was \$21906.</p> <p><b>Other Note:</b> Paid Leave = 7.5 hours of Compensating Time Off (\$1085.48) + 615 hours of general leave (\$89,008.96) Other = Overtime (\$22,433.16), MOCAP (\$4917.24), Canadian Medical Protection Association Fees (\$1800), College of Physician &amp; Surgeons (\$1656.82), Royal College of Physicians &amp; Surgeons (\$669.48)</p>
Mike Ertel, VP, MEDICINE & QUALITY	<p><b>General Note:</b> Dr. Ertel received payment for physician services over the course of the fiscal year 2021/22 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 (\$471.90) for clinical duties disclosed separately as required by the Financial Information Act. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. An error with the previous year's disclosure omitted statutory benefits from the total value of compensation reported under the Statutory and Health Benefits heading. The corrected value of compensation earned by this executive in the Statutory and Health Benefits section for the 2020/2021 period was \$27,201.</p> <p><b>Other Note:</b> Paid Leave = 37.5 hours of CTO (\$5641.50), 30 hours of On-Call in lieu (\$4513.20) and 15 hours of Employee requested paid education (\$2256.60). Other = \$1661 Membership dues for the College of Physicians &amp; Surgeons of BC.</p>
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	<p><b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Total accrued retirement allowance to date is 11 weeks. An error with the previous year's disclosure omitted statutory benefits from the total value of compensation reported under the Statutory and Health Benefits heading. The corrected value of compensation earned by this executive in the Statutory and Health Benefits section for the 2020/2021 period was \$25,736.</p> <p><b>Other Note:</b> Paid Leave = 7.5 hours of CTO (\$1014) and 26.25 hours of on-call in lieu (\$3549) Other = \$787 Membership Dues, College of Pharmacists of BC.</p>

## EXECUTIVE COMPENSATION 2022

<p>Donna Lommer, VP, CLINICAL &amp; CORPORATE SERVICES</p>	<p><b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is sixteen weeks. An error with the previous year's disclosure omitted statutory benefits from the total value of compensation reported under the Statutory and Health Benefits heading. The corrected value of compensation earned by this executive in the Statutory and Health Benefits section for the 2020/2021 period was \$25,078.</p> <p><b>Other Note:</b> Paid Leave = 30 hours of Compensatory Time Off (\$4146), 37.5 hours of on-call in lieu (\$5182.50), 8 hours of Employer requested paid education (1105.60), 24 hours of employee requested paid education (3316.80). Other = CPABC Membership Dues of \$961.</p>
<p>Sue Pollock, CHIEF MEDICAL HEALTH OFFICER</p>	<p><b>General Note:</b> \$92,859 of total salary earnings was in MHO role, remainder was in CMHO role. This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a performance-based increase for the 2020/21 performance year. Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is five weeks.</p> <p><b>Other Note:</b> Paid Leave = 30 hours of CTO (\$4460.25), 7.5 hours of On-Call in lieu (\$1146.15), 15 hours of Employer requested paid education leave (\$2292.30). Other = Overtime (\$29,668.11), 2019, 2020 &amp; 2021 retroactive payments for increase to PMA salary grid (\$15,550.63), MOCAP (\$11944.56), Membership fees - Public Health Physicians of Canada (\$269.72), Canadian Medical Protective Association (\$1602.07), College of Physicians &amp; Surgeons of BC (\$1661.08), Royal College of Physicians &amp; Surgeons (\$953.63)</p>