

May 29, 2023

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, 2023.
- 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

Encls (2): Executive Compensation Disclosure  
Interior Health Authority Statement of Executive Compensation for Fiscal Year  
2022-2023

# EXECUTIVE COMPENSATION DISCLOSURE

Interior Health Authority

Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2021/2022	2020/2021
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 351,327	-	\$ 30,572	\$ 34,379	\$ 33,369	\$ 449,647	\$ 441,445	\$ 420,255
Albert S De Villiers, MEDICAL HEALTH OFFICER	\$ 252,916	-	\$ 20,183	\$ 23,547	\$ 49,890	\$ 346,536	\$ 356,738	\$ 205,636
Mike Ertel, VP, MEDICINE & QUALITY	\$ 196,324	-	\$ 14,115	\$ 19,328	\$ 41,308	\$ 271,075	\$ 350,519	\$ 343,379
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 265,772	-	\$ 26,196	\$ 25,491	\$ 9,255	\$ 326,714	\$ 315,644	\$ 310,048
Donna Lommer, VP, CLINICAL & CORPORATE SERVICES	\$ 267,338	-	\$ 26,772	\$ 26,055	\$ 13,947	\$ 334,112	\$ 325,810	\$ 315,039
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	\$ 279,238	-	\$ 22,428	\$ 26,899	\$ 12,592	\$ 341,157	\$ 377,414	

# EXECUTIVE COMPENSATION DISCLOSURE

**Summary Other Compensation Table at 2023**

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 33,369	-	\$ 1,459	\$ 18,491	\$ 12,961	-	\$ 458
Albert S De Villiers, MEDICAL HEALTH OFFICER	\$ 49,890	-	\$ 49,890	-	-	-	-
Mike Ertel, VP, MEDICINE & QUALITY	\$ 41,308	-	\$ 30,025	\$ 11,283	-	-	-
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 9,255	-	-	\$ 8,437	-	-	\$ 818
Donna Lommer, VP, CLINICAL & CORPORATE SERVICES	\$ 13,947	-	-	\$ 12,936	-	-	\$ 1,011
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	\$ 12,592	-	-	\$ 5,409	-	-	\$ 7,183

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	<p><b>General Note:</b>  Interior Health provided a 4% performance based increase effective April 1, 2022 for the 2021/22 performance year.  Paid Leave = 60 hours* Compensatory Time Off (\$11,379). *Compensatory Time Off is calculated on a calendar year, not fiscal.  37.5 hours on-call in lieu (\$7,111.88).  Vehicle Transportation Allowance = Car Lease Payments (\$8,331), Insurance (\$649), Maintenance (\$1,841), Fuel (\$2,113), Registration (\$27).  Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is 16 weeks.</p> <p><b>Other Note:</b>  Other = CEO Membership Renewal (\$457.55)</p>
Albert S De Villiers, MEDICAL HEALTH OFFICER	<p><b>General Note:</b>  During the 2021/22 fiscal year, Dr. De Villiers was reassigned from his Chief MHO role to project MHO duties.  Cessation date (2023-02-07).</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 2022/23 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 (\$34.32) for clinical duties disclosed separately as required by the Financial Information Act.  Statutory and Health Benefits is lower as Dr. Ertel's CPP &amp; EI was maxed out in March 2022 (prior to this reporting cycle)  Paid Leave = 37.5 hours of CTO (\$5641.50), 37.5 hours of On-Call in lieu (\$5641.50)  Cessation date (2022-11-30)</p>
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	<p><b>General Note:</b>  Interior Health provided a 4% performance based increase effective April 1, 2022 for the 2021/22 performance year.  Paid Leave = 7.5 hours of Compensatory Time Off (\$1054.65) and 52.50 hours* of on-call in lieu (\$7382.55). *On-Call in lieu is calculated on a calendar year, not fiscal.  Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is 12 weeks.</p> <p><b>Other Note:</b>  Other = Membership Dues, College of Pharmacists of BC (\$817.98)</p>
Donna Lommer, VP, CLINICAL & CORPORATE SERVICES	<p><b>General Note:</b>  Interior Health provided a 4% performance based increase effective April 1, 2022 for the 2021/22 performance year.  Paid Leave = 37.5 hours of Compensatory Time Off (\$5389.88), 45 hours* of on-call in lieu (\$6467.85), 7.5 hours of education leave (\$1077.98). *On-Call in lieu is calculated on a calendar year, not fiscal.  16 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the current reporting period.</p> <p><b>Other Note:</b>  Other = CPABC Membership Dues (\$1011.09)</p>
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	<p><b>General Note:</b>  Sue Pollock covered the Chief Medical Health Officer role until August 31, 2022 at which point she returned to her owned Medical Health Officer position.  \$123,784 of total earnings was in Chief MHO role, remainder was in owned MHO role.  Paid Leave = Education Leave (\$5409)  This executive also received \$14,591.58 in compensation in recognition of MOCAP and their role as a physician.  5 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the current reporting period.</p> <p><b>Other Note:</b>  Other = MHO Overtime paid (\$4278.96), Vehicle Mileage (\$207.01), Canadian Medical Protective Association (\$968.16), College of Physicians &amp; Surgeons of BC (\$1728.49).</p>