

EXECUTIVE COMPENSATION DISCLOSURE

Interior Health Authority

Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 387,186	-	\$ 28,093	\$ 36,656	\$ 20,672	\$ 472,607	\$ 449,647	\$ 441,445
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 283,708	-	\$ 24,224	\$ 28,273	\$ 12,991	\$ 349,196	\$ 326,714	\$ 315,644
Douglas Smith, VP, MEDICINE & QUALITY	\$ 288,569	-	\$ 20,736	\$ 28,273	\$ 10,669	\$ 348,247		
Sylvia Weir, CFO & VP CORPORATE SERVICES	\$ 278,659	-	\$ 25,046	\$ 30,562	\$ 8,241	\$ 342,508		
Martin Lavoie, CHIEF MEDICAL OFFICER	\$ 48,951	-	\$ 7,668	\$ 3,418	-	\$ 60,037		

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Notes

<p>Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER</p>	<p>General Note: Interior Health provided a 6.75% performance based increase effective April 1, 2023 for the 2022/2023 performance year. Paid leave = 15hrs, Compensatory Time off (\$3,036.75). 22.5hrs of On-Call in Lieu (\$4,555.13). Vehicle Transportation Allowance = Car lease Payments (\$4,091), Insurance (\$402), Maintenance (\$293), Fuel (\$1,169). Vehicle Monthly Transportation Allowance began September 11, 2023, (\$6,667). 16 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the reporting period.</p> <p>Other Note: CEO Membership fees of \$457.55</p>
<p>Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH</p>	<p>General Note: Interior Health provided a 6.75% performance based increase effective April 1, 2023 for the 2022/2023 performance year. Paid leave = 15hrs, Compensatory Time off (\$2,251.65). 45hrs of On-Call in Lieu* (\$6,754.95). On-Call in lieu is calculated on a calendar year but switched to fiscal as of January 2024. Vehicle Monthly Transportation Allowance commenced January 2024 (\$3,000). 12 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the reporting period.</p> <p>Other Note: Other = Membership Dues, College of Pharmacists of BC (\$983.79)</p>
<p>Douglas Smith, VP, MEDICINE & QUALITY</p>	<p>General Note: Douglas Smith received a 12.5% salary increase as a result of their promotion to the position of Vice President, Medicine effective May 29, 2023. Paid Leave = 15hrs, Compensatory Time off (\$4,544.40). 15hrs of On-Call in Lieu (\$2,272.20). Vehicle Monthly Transportation Allowance commenced January 31, 2024 (\$2,045.80) Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is 3 weeks.</p> <p>Other Note: Membership fee, College Physicians and Surgeons of BC (\$1,805.52)</p>
<p>Sylvia Weir, CFO & VP CORPORATE SERVICES</p>	<p>General Note: Interior Health provided a 6.75% performance based increase effective April 1, 2023 for the 2022/2023 performance year. Paid leave = 3hrs Compensatory Time off (\$436.77). 33/hr of On-Call in Lieu (\$4,804.47) Vehicle Monthly Transportation Allowance commenced January 2024 (\$3,000). Accrued one week of retirement allowance to be paid on final salary. Total accrued to date is 10 weeks.</p>
<p>Martin Lavoie, CHIEF MEDICAL OFFICER</p>	<p>General Note: Martin Lavoie onboarded as an employee effective January 19, 2024. Prior to this date Martin Lavoie was seconded to IH and compensated by the Ministry of Health. Accrued one week of retirement allowance to be paid on final salary. Total accrued to date is 3 weeks.</p>