

June 2, 2025

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

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, 2025.
- 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. Robert Halpenny
Chair, Board of Directors
Interior Health Authority

Encls (2): Executive Compensation Disclosure
Interior Health Authority Statement of Executive Compensation Disclosure
for Fiscal Year 2024-2025

EXECUTIVE COMPENSATION DISCLOSURE

Interior Health Authority

Summary Compensation Table at 2025

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 390,474	-	\$ 28,995	\$ 37,809	\$ 29,054	\$ 486,332	\$ 472,607	\$ 449,647
Martin Lavoie, CHIEF MEDICAL HEALTH OFFICER	\$ 299,442	-	\$ 24,616	\$ 30,247	\$ 15,036	\$ 369,341	\$ 60,037	
Shallen Letwin, VP, HUMAN RESOURCES & PROFESSIONAL PRACTICE	\$ 288,397	-	\$ 25,550	\$ 28,034	\$ 26,699	\$ 368,680	\$ 349,196	\$ 326,714
Douglas Smith, VP, MEDICINE	\$ 267,439	-	\$ 17,120	\$ 24,899	\$ 36,272	\$ 345,730	\$ 348,247	
Sylvia Weir, CFO & VP CORPORATE SERVICES	\$ 284,221	-	\$ 25,228	\$ 27,191	\$ 19,840	\$ 356,480	\$ 342,508	

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 29,054	-	-	\$ 15,639	\$ 12,957	-	\$ 458
Martin Lavoie, CHIEF MEDICAL HEALTH OFFICER	\$ 15,036	-	-	\$ 13,207	-	-	\$ 1,829
Shallen Letwin, VP, HUMAN RESOURCES & PROFESSIONAL PRACTICE	\$ 26,699	-	-	\$ 12,722	\$ 12,000	-	\$ 1,977
Douglas Smith, VP, MEDICINE	\$ 36,272	-	\$ 26,272	-	\$ 10,000	-	-
Sylvia Weir, CFO & VP CORPORATE SERVICES	\$ 19,840	-	-	\$ 7,840	\$ 12,000	-	-

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	<p>General Note: Interior Health provided a 3.0% performance based increase effective April 1, 2024 for the 2023/2024 performance year. Paid leave = 75 hrs*, Compensatory Time off (\$15,639). *Compensatory time off is calculated on a calendar year and not by fiscal year. Vehicle Monthly Transportation Allowance (\$12,000). Parking Taxable Benefit (\$956.54) Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is 17 weeks.</p> <p>Other Note: CEO Membership Renewal (\$457.55)</p>
Martin Lavoie, CHIEF MEDICAL HEALTH OFFICER	<p>General Note: A rate adjustment of 3.25% effective January 19, 2024 was applied in accordance with the finalized Physician Master Agreement (PMA) under Community Medicine/Public Health Area D (Received in April 2024). Interior Health provided a 4.5% increase, April 1, 2024 in alignment with the PMA under Community Medicine/Public Health Area D. Paid Leave = 37.5hrs, Compensatory Time off (\$6,603.39). 37.5hrs of Education leave (\$6,603.39) 3 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the reporting period.</p> <p>Other Note: Membership Dues, College of Physicians and Surgeons of BC (\$1,829.60)</p>
Shallen Letwin, VP, HUMAN RESOURCES & PROFESSIONAL PRACTICE	<p>General Note: Interior Health provided a 3.0% performance based increase effective April 1, 2024 for the 2023/2024 performance year. Effective November 4, 2024, Shallen Letwin, changed positions from the VP, Clinical Operations, IH South to VP, HR & Professional Practice. Salary remained the same. Paid leave = 37hrs, Compensatory Time off (\$5,797.89). 45hrs of On-Call in Lieu (\$6,923.72). Accrued one week of retirement allowance to be paid at final salary. Total accrued to date is 13 weeks.</p> <p>Other Note: Membership Dues, College of Pharmacists of BC (\$1,976.69)</p>
Douglas Smith, VP, MEDICINE	<p>General Note: Interior Health provided a 2.0% performance based increase effective April 1, 2024 for the 2023/2024 performance year. Cessation date (2025-01-31). In addition to their executive role, Dr. Smith is a practicing physician with earnings (\$73,315.79) for clinical duties disclosed separately as required by the Financial Information Act. Any payments for physician services under the Medical Services Plan over the course of the fiscal year 2024/2025 will be disclosed by the Medical Services Commission's Financial Statement or Blue Book later in the year.</p>
Sylvia Weir, CFO & VP CORPORATE SERVICES	<p>General Note: Interior Health provided a 3.0% performance based increase effective April 1, 2024 for the 2023/2024 performance year. Paid Leave = 7.5hrs Compensatory Time off (\$1,124.71). 45hrs of On-Call in Lieu (\$6,715.43). 10 weeks of retirement allowance has been accrued thus far, no additional time was accrued during the reporting period.</p>