

# Vancouver Coastal Health

## Compensation Discussion and Analysis

### Compensation Plan

VCH is a member employer of the Health Employers' Association of BC (HEABC) and bases its compensation practices on HEABC's Compensation Reference Plan. The Plan has been developed pursuant to the statutory requirements of the Public Sector Employers' Act and is applied across the employer members of HEABC for non-union, management and executive roles within healthcare.

**Job Evaluation.** A common Job Evaluation Plan for health employers to assess the level of responsibility, skills and qualifications required of a job. The evaluation determines the appropriate salary range that is set for a job.

VCH reviews job evaluations with the HEABC to ensure consistency of application across the province.

**Salary Ranges.** Health employers use salary ranges for their assigned Employer group. Each range has a minimum and maximum amount. Individual salaries are set between these two limits. The salary ranges are used to set compensation for all excluded roles up to, but excluding, the Chief Executive Officer.

HEABC conducts a compensation survey on behalf of health employers. The survey collects compensation information from employers in the health, public and private sectors. The survey data is used to support recommendations to the Public Sector Employer's Council (PSEC) for approved salary ranges. PSEC approves salary ranges based on a guidelines set by the Government and the recommendations from HEABC.

VCH establishes individual compensation rates within the limits of the approved salary ranges. Annual salary adjustments are provided based on performance and available room on the specific salary range.

The salary ranges do not include a range for the Chief Executive Officer. The total compensation allowable for the Chief Executive Officer is established by the Ministry of Finance as part of a Province-wide Public Sector CEO Compensation initiative. Any amendments to existing CEO compensation plans must be approved by the VCH Board of Directors and Minister of Health, prior to seeking approval from the Minister of Finance.

**Compensation Guidelines.** Common guidelines help to establish consistency in compensation practices across health employers.

VCH uses the guidelines to guide its administrative practices as well as the framework for employment contracts.

The terms and conditions of employment of VCH Executives are outlined in an individual employment contract. All employment contracts are filed with the Public Sector Employers' Council Secretariat, the Health Employers Association of BC and made available for disclosure at the Corporate Office.

### Benefits

VCH's Senior Executive benefit package includes: MSP, sick leave, group life insurance and AD&D (five times annual salary), dependant life, extended health plan (including Vision care), long term disability, dental plan and enrolment in the Municipal Pension Plan. Our benefit package is comparable with other health sector employers in BC.

### Perquisites

VCH reimburses individuals for reasonable business expenses, supported by receipts. The Chief Executive Officer and designated Senior Executives are provided with a car allowance.

**Vancouver Coastal Health  
PSEC Executive Compensation Disclosure (Note 1)  
Fiscal Year Ended March 31, 2009**

<b>Name and Position</b>	<b>Base Salary Paid</b>	<b>Bonus (Note 2)</b>	<b>Incentives (Note 3)</b>	<b>Pension</b>	<b>All Other Compensation (Note 4)</b>	<b>Total</b>	<b>Previous Year Totals 2007/08</b>	<b>Previous Year Totals 2006/07 (Note 5)</b>
Ida Goodreau CEO (Note 6)	305,845	0	0	24,257	87,095 (Note 7)	417,197	366,621	n/r
Dr. David Ostrow CEO (Note 6)	19,100 (Note 8)	0	0	0 (Note 9)	2,100 (Note 9)	21,200	n/r	n/r
Dr. Patrick O'Connor VP Clinical & Safety	258,046	0	0	20,465	13,987	292,498	234,306	n/r
Dr. Jeff Coleman VP Regional Programs Service Integration	241,795	0	0	19,176	24,225 (Note 10)	285,196	263,953	n/r
Duncan Campbell CFO & VP of Systems Development & Performance	240,230	0	0	18,156	20,346 (Note 11)	278,732	33,400	n/r
Maureen Whyte COO Vancouver Community	224,765	0	0	17,825	17,971 (Note 12)	260,561	251,593	n/r

**Notes:**

1. Disclosure of the top 5 executives is based on base salary as at March 31, 2009.
2. VCHA has no bonus payment plan.
3. VCHA has no re-earnable incentive payment plan.
4. Includes all employer benefit costs, whereas the Statement of Financial Information (SOFI) reflects only taxable benefit costs.
5. This information is not required in the second year of reporting (see 3.1 [7] PSEC Reporting Guidelines).
6. I Goodreau was in CEO role until March 3, 2009. D Ostrow assumed the role on an interim basis upon I Goodreau's departure.
7. Includes vehicle allowance of \$6,380 and vacation payout of \$69,290.
8. D Ostrow salary is paid through UBC and is invoiced to VCHA. Salary paid covers March 4-31/09.
9. D Ostrow benefits paid as invoiced through UBC for March 4-31/09. Value includes all employer paid, including pension.
10. Includes vehicle allowance of \$3,600 and vacation payout of \$6,778.
11. Includes vehicle allowance of \$5,800.
12. Includes vehicle allowance of \$5,400.