



June 3, 2020

Christina Zacharuk  
President & Chief Executive Officer  
Public Sector Employers' Council Secretariat  
Suite 210 - 880 Douglas Street  
Victoria, BC V8W 2B7

via email: [Christina.Zacharuk@gov.bc.ca](mailto:Christina.Zacharuk@gov.bc.ca)

Dear Ms. Zacharuk:

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, 2020.
- 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. Doug Cochrane  
Chair, Board of Directors  
Interior Health Authority

Encls: (1)



# INTERIOR HEALTH AUTHORITY

## **Statement of Executive Compensation for the Fiscal Year 2019 † 2020**

The Interior Health Authority must disclose all compensation provided to the President and Chief Executive Officer and the next four highest ranking executives for the services they have provided to the organization. This document outlines the governance, design, and total value of executive compensation for the fiscal year ending March 31, 2019.

- Section 1 Provides an Organization Overview
- Section 2 Provides the Compensation Discussion and Analysis
- Section 3 Provides details of the Health Sector's Compensation Reference Plan

## Section 1: Organization Overview

Interior Health is mandated by the Health Authorities Act to plan, deliver, monitor and report on publicly funded health services for the people that live within its boundaries. Interior Health's Vision, Mission, Values and Guiding principles inform how it delivers on its legislated mandate.

Interior Health provides health services to over 750,000 people across a large geographic area covering almost 215,000 square kilometres, the geography of which includes larger cities and a multitude of rural and remote communities. Interior Health is also home to 54 First Nations communities and 16 Metis communities. Population health needs across the continuum of care drive the mix of services and enabling supports Interior Health provides. This continuum includes staying health, getting better, living with illness and coping with end of life.

Interior Health has several service delivery streams and support departments. **Key service streams include:** Allied Health, Hospitals, Imaging, Laboratory Services, Pharmacy, Primary and Community Care, and Long-term Care. A variety of **support departments** enable the delivery of care and include: Communications, Financial Services, Housekeeping, Human Resources, Infection Prevention & Control, Information Management / Information Technology, Medical Affairs, Planning & Research and Professional Practice.

Service delivery is coordinated through a health authority wide "network of care" that includes: hospitals, community health centres, residential and assisted living facilities, housing supports for people with mental health and substance use issues, primary health clinics, homes, schools and other community settings. Health services are provided by Interior Health staff and through contracted providers.

Interior Health is governed by a nine-member Board of Directors appointed by and responsible to the Provincial Government. The primary responsibility of the board is to foster Interior Health's short and long term success while remaining aligned with its responsibilities to Government and stakeholders.

The day-to-day operations of Interior Health are led by the President & Chief Executive Officer (CEO) and a team of senior executives. The Senior Executive Team is responsible for leading strategic and operational services for the health authority and for meeting the health needs of residents and communities in an effective and sustainable manner. Further information about Interior Health's services streams, Senior Executive Team and board policies that may be of interest to stakeholders can be accessed at [www.interiorhealth.ca](http://www.interiorhealth.ca)

Our goals, objectives, strategies and performance measures are detailed in the [Interior Health Authority 2018 : 2019 – 2020 : 2021 Service Plan](#).

## **Section 2: Compensation Discussion and Analysis**

Interior Health is a member employer of the Health Employers Association of BC (HEABC) and the HEABC Compensation Reference Plan (Plan) governs the compensation approach for non-union, management and executive roles within the organization. The Plan was developed pursuant to the statutory requirements of the Public Sector Employers Act and is applied across the employer members of HEABC.

In March 2019, the Public Sector Employers' Council Secretariat (PSEC Secretariat) approved the health sector plan to implement the BC Public Sector Employers' Guide to Accountable Compensation. The new guide provides health sector employers with more flexibility to make reasonable salary decisions subject to defined restrictions.

For each of the Named Executive Officers (NEOs) reported in the Summary Compensation Table of this disclosure Interior Health has applied the Plan, working with HEABC for the necessary approvals. The base salary and total compensation provided to each NEO is consistent with the principles and policy objectives, as mandated by the Public Sector Employers' Council in accordance with the Public Sector Employers Act.

The Chair of the Interior Health Board of Directors approves the President & CEO's compensation levels in conjunction with the Ministry of Health. Performance-based salary increases for CEOs require approval from the Minister responsible for the Public Sector Employers Act.

The President and CEO sets the compensation levels and assesses the performance of his direct reports, including the NEOs, in accordance with the Plan; keeping the Board of Directors informed of the compensation levels and performance of the NEOs and other executive staff.

## **Section 3: Compensation Reference Plan**

The Compensation Reference Plan (Plan) promotes the accountability of health care employers to the public, and enhances the credibility of management in the health sector by providing a framework within which appropriate compensation practices are consistently managed.

All member organizations of the Health Employers Association of BC are required to use the Compensation Reference Plan in establishing compensation levels for the executive and non-contract positions in their organizations.

## **Compensation Reference Plan Philosophy**

To support the delivery of health services to the people of British Columbia the Plan establishes a fair, defensible and competitive total compensation package designed to attract and retain a qualified, diverse and engaged workforce that strives to achieve high levels of performance.

## **Compensation Reference Plan Core Principles**

**Performance:** The Plan supports and promotes a performance-based (merit) culture with in-range salary progression to recognize performance.

**Differentiation:** Differentiation of salary is supported where there are differences in the scope of a position and the assignment of the position to the appropriate salary range. Differentiation of salary is also supported based on superior individual or team contributions.

**Accountability:** Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

**Transparency:** The Plan is designed, managed and communicated in a manner that ensures the program is clearly understood by government, trustees, employers, employees and the public while protecting individual personal information.

## **Compensation Reference Plan Policy Objectives**

Consistent with the Core Principles, the Plan has the following policy objectives:

1. A defensible compensation system recognizes the responsibility of the health sector to establish compensation levels that acknowledge fairness and the public's ability to pay. Compensation levels in the health sector will reflect the market average and will not lead the market. This ensures that taxpayers receive the maximum benefits from qualified individuals occupying jobs in the health sector.
2. External equity requires competitive levels of compensation be established, that address issues of attraction and retention, by analyzing compensation practices in relevant labour markets including British Columbia health sector bargaining associations.
3. Internal equity requires the relative worth of jobs be established by measuring the composite value of skill, effort, responsibility and working conditions.
4. Compensation will reinforce and reward performance through measurable performance standards that support and promote a performance based culture.
5. Compensation policies will comply with the intent and requirements of legislation and be non-discriminatory in nature.

## **Compensation Reference Plan Modules**

The Plan promotes the accountability of employers in the health sector to the public, and enhances the credibility of management in the health sector by providing a framework within which appropriate compensation practices are consistently managed.

All member organizations of the HEABC are required to use the Compensation Reference Plan in establishing compensation levels for the executive and non-contract positions in their organizations. The Plan consists of three components that, working in concert, assign jobs to the appropriate salary range.

The three components of the Plan are: the Organization Information Plan, the Role Assessment Plan and the Reference Salary Ranges.

**The Organization Information Plan** provides a means of grouping organizations with similar characteristics for the purpose comparing pay practices of the employer groups to their relevant labour markets and establishing discrete salary ranges for each of the employer groups. There are five employer groups.

The grouping of organizations is determined by assessing certain characteristics that are inherent in all member organizations of HEABC. The factors employed in assessing the organizational characteristics are:

- Diversity of Program Delivery
- Research Activities
- Education Activities
- Work Force Characteristics
- Sources & Stability of Funding

Responsibilities and Accountabilities:

1. HEABC will provide employers in the health sector with the Organizational Information Questionnaire (OIQ), instructions on how it's used, and consulting assistance in order to complete and accurately collect the required information.
2. Employers in the health sector will complete the OIQ.
3. The Board Chair of employers in the health sector will approve the completed OIQ and return the questionnaire to HEABC.
4. HEABC will review all completed questionnaires for consistency in application and inform the employers in the health sector of the final assessment.

**The Role Assessment Plan** (a point factor job evaluation plan) is the tool that allows employers to describe the jobs in their organizations. The Role Assessment Plan provides a means of establishing an equitable hierarchy of jobs within an organization, as well as a

comparison of jobs across the health sector. The hierarchy of jobs is determined by assessing the skill, effort, responsibility and working conditions inherent in all jobs in HEABC member organizations. The factors employed in assessing the skill, effort, responsibility and working conditions are described in the table that follows on page 5.

#### Role Assessment Plan Factors

Skill	<ul style="list-style-type: none"> <li>• Knowledge Gained Through Education and Training</li> <li>• Knowledge Gained Through Previous Experience</li> <li>• Internal Communications and Contacts</li> <li>• External Communication and Contacts</li> </ul>
Effort	<ul style="list-style-type: none"> <li>• Effort as a Result of Concentration</li> <li>• Effort as a Result of Physical Exertion</li> </ul>
Responsibility	<ul style="list-style-type: none"> <li>• Complexity of Decision Making</li> <li>• Impact of Decision Making</li> <li>• Nature of Responsibility of Financial Resources</li> <li>• Magnitude of Financial Resources</li> <li>• Nature of Leadership</li> <li>• Magnitude of Leadership</li> </ul>
Working Conditions	<ul style="list-style-type: none"> <li>• Conditions Under which the Work is Performed</li> </ul>

#### Responsibilities and Accountabilities

1. HEABC will provide employers in the health sector with consulting advice on the application of the Role Assessment Plan.
2. Employers in the health sector will ensure that all executive and non-contract jobs are assessed using the Role Assessment Plan.
3. HEABC will work with employers in the health sector to ensure the consistent application of the plan through periodic reviews.
4. HEABC will work with employers in the health sector to resolve any disputes on the application of the Plan.

**Reference Salary Ranges:** A defensible compensation system responds to broad equity issues. The Plan recognizes the responsibility of the health sector to establish compensation levels that acknowledge fairness and the public's ability to pay, re-enforcing the notion of accountability. Fundamental to this statement is the fact that compensation practices in the health sector cannot lead the market, while providing appropriate levels of compensation that support recruitment and retention needs. This ensures that taxpayers receive the maximum benefits from qualified individuals occupying jobs within the health care sector, further re-enforcing the notion of accountability.

## Responsibilities and Accountabilities

1. HEABC will provide employers in the health sector with reference salary ranges.
  - 1.1. The reference salary ranges will be based on the 50th percentile of the blended market survey.
  - 1.2. The reference salary ranges will include provisions for an adequate range and spread of salary rates to differentiate developmental, job standard, and above standard rates.
2. Employers will administer salaries within the reference salary ranges.
  - 2.1. Circumstances may require employers to address compression or inversion issues between non-contract staff and directly supervised bargaining unit employees.

A differential of up to 15% may be established where there is a functional supervisory role, with responsibility and accountability for outcomes. This differential does not form part of the comparison ratio calculation.
  - 2.2. Employers compensation practices will be deemed to conform to the reference salary ranges if the organization's overall comparison ratio is within 0.90 and 1.10 of the appropriate salary control points.
  - 2.3. The comparison ratio calculation is the total of the organization's actual salaries divided by the total of the appropriate salary control points.

### **Compensation Reference Plan Benchmarking the Reference Salary Ranges**

- 1 The Plan will be reflective of a representative market that shall be composed of an appropriate mix of employers from which the health sector must attract and retain qualified individuals.
- 2 The composite market is based on consideration of:
  - 2.1 Size of organization, as this drives the span of control and scope of accountability.
  - 2.2 The industry, as organizations operating in the broad public sector likely have jobs that require similar skills and capabilities.
  - 2.3 Geography, considers the locations where qualified talent could be sourced from when recruiting and where current employees could potentially leave to join other organizations.
  - 2.4 Ownership type, for example public sector, health sector where jobs that require similar skills and capabilities form part of the recruitment/retention matrix.
- 3 This mix is to include:
  - 3.1 B.C. Public Sector Organizations – Crown corporations, health sector, K-12 education, community social services, regional government, municipalities and the public service.



3.2 Other provincial jurisdictions (including the health sector) where relevant, excluding territories.

3.3 Private Sector – to be utilized only in cases of talent in high demand with significant recruitment pressure from the private sector.

4 HEABC will conduct total cash and total compensation surveys to ensure appropriate internal and external equity are maintained.

**Compensation Reference Plan Performance Based Pay**

- 1 Employers in the health sector recognize that strengthening the linkage between individual performance and organizational objectives is a fundamental role for an organization’s compensation strategy.
- 2 Performance based pay programs would include documented objectives with clearly defined and measurable performance outcomes.
- 3 The Compensation Reference Plan’s salary ranges are applicable to a system of performance based pay. The salary ranges are structured to recognize competence, performance and exceptional market conditions. *Employers cannot establish salaries above the range maximum.*

Salary Structure Ranges 13 through 18

Range Minimum		Midpoint		Range Maximum	
80%	90%	90%	110%	110%	120%
Developmental Zone		Standard Zone		Advanced/Market Zone	

Salary Range Structure Ranges 5 through 12

Range Minimum		Midpoint		Range Maximum	
80%	90%	90%	110%	110%	115%
Developmental Zone		Standard Zone		Advanced/Market Zone	

Salary Range Structure Ranges 1 through 4

Range Minimum		Midpoint		Range Maximum	
80%	90%	90%	105%	n/a	n/a
Developmental Zone		Standard Zone			

**Developmental Zone:** Target pay for individuals who are new or developing in the job and are not yet performing the full breadth of duties and responsibilities

expected of the job at this level. Accelerated progression through this portion of the salary range is common.

**Market Zone:** Target pay for employees who are fully seasoned in the job with the combination of experience and competencies needed to perform all duties and responsibilities expected of the job.

**Innovative Practice Zone:** Target pay for employees who consistently exceed all expectations through a unique and exceptional application of knowledge, skills and/or effort over a consistent and sustained period that justifies the use of this this Zone; or to address exceptional recruitment and retention market pressures.

- 4 Each job will have an assigned salary range. Employers in the health sector will place their employees on the applicable range for that job. Progression throughout the range is based on job proficiency or performance. Employers cannot establish salaries above the range maximum.
- 5 A Merit Matrix will be used to determine the amount of the approved salary increases to targeted groups of employees. The matrix addresses both the performance (performance based culture) and position in the range (internal equity) to differentiate salaries. The table that follows illustrates the grid. The position in range bands would be adjusted to reflect the actual width of the salary range. The grid becomes an effective tool when the salary ranges match the levels recommended by market surveys and there is a consistent performance management practice and the level of increase for the base calculation provides a meaningful change in salary.

Illustrative Merit Matrix			Position on Range		
			80% to 90%	90% to 110%	110% to 120%
Illustration: ex.1% increase)					
Performance Rating	5	Highest	2.0%	1.7%	1.3%
	4	Next Highest	1.7%	1.3%	1.0%
	3	Middle	1.3%	1.0%	.7%
	2	Low	.7%	.7%	0.0%
	1	Lowest	0.0%	0.0%	0.0%
% increase cannot exceed the salary range maximum					

## **Compensation Reference Plan Disclosure & Reporting Requirements**

- 1 HEABC will coordinate the reporting of total compensation for executive and non-contract employees within the sector.
- 2 Employers in the health sector will provide HEABC with total compensation information and related compensation policy information to meet the reporting requirements of employers and employers' associations within the sectoral compensation guidelines. Full disclosure of public sector compensation is public policy in British Columbia. This policy serves two main purposes:
  - 2.1. Promotes the accountability of public sector employers to the public.
  - 2.2. Enhances the credibility of public sector management by providing a framework within which appropriate compensation practices can be explained to the public.

**Interior Health Authority**

**Summary Compensation Table at 2020**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 347,547	-	\$ 23,644	\$ 34,243	\$ 12,250	\$ 417,684	\$ 349,751	\$ 311,666
Karen Bloemink, VP, CLINICAL OPERATIONS, IH NORTH	\$ 235,642	-	\$ 19,215	\$ 23,217	-	\$ 278,074	\$ 237,775	
Trevor Corneil, VP, POPULATION HEALTH & CMHO	\$ 282,191	-	\$ 17,385	\$ 27,803	\$ 13,344	\$ 340,723	\$ 323,495	\$ 329,145
Mike Ertel, VP, MEDICINE & QUALITY	\$ 287,475	-	\$ 19,168	\$ 28,324	-	\$ 334,967	\$ 327,593	\$ 274,734
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	\$ 232,642	-	\$ 23,014	\$ 22,922	-	\$ 278,578		
Donna Lommer, VP, SUPPORT SERVICES & CFO	\$ 264,085	-	\$ 23,078	\$ 26,019	-	\$ 313,182	\$ 306,289	\$ 302,833



**Notes**

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	<b>General Note:</b> Significant increase in Total Compensation represents first full year in role, compared to 5 months in role reflected in 2018/2019 Total Compensation. <b>Perquisite/Other Allowance Note:</b> Perquisite Other Allowance: \$1,208 for paid parking \$1,704 taxable benefits for personal vehicle use
Karen Bloemink, VP, CLINICAL OPERATIONS, IH NORTH	<b>General Note:</b> Significant increase in Total Compensation represents first full year in role, compared to 5 months acting in, and 3 months owning the role reflected in 2018/2019 Total Compensation.
Trevor Corneil, VP, POPULATION HEALTH & CMHO	<b>General Note:</b> On Salary Continuance for 10 months, beginning January 13th, 2020 – November 13th, 2020. Benefits coverage and pension contribution remains unchanged during this time. Dr. Corneil is a practicing physician with earnings (\$10,083) for clinical duties performed unrelated to their executive role and disclosed separately as required by the Financial Information Act.
Mike Ertel, VP, MEDICINE & QUALITY	<b>General Note:</b> Dr. Ertel is a practicing physician with earnings (\$3,563) for clinical duties disclosed separately as required by the Financial Information Act
Shallen Letwin, VP, CLINICAL OPERATIONS, IH SOUTH	<b>General Note:</b> Shallen was hired by Interior Health April 29, 2019 with an annualized base salary of \$258,500.
Donna Lommer, VP, SUPPORT SERVICES & CFO	