



**Interior Health  
Statement of Executive Compensation  
2008/2009**

**PART ONE**

Summary Compensation Table at March 31, 2009								
<i>Name and Principle Position (a)</i>	<i>Base Actual Salary (b)</i>	<i>Bonus<sup>(2)</sup> (c)</i>	<i>Incentive Plan<sup>(3)</sup> Comp Paid (d)</i>	<i>Pension (e)</i>	<i>All Other Comp (f)</i>	<i>Total Comp For Fiscal 08/09 (g)</i>	<i>Previous 2 Years Total Comp (h)</i>	
Murray Ramsden <sup>(1)</sup> Chief Executive Officer	\$356,985	0	0	\$28,566	\$12,858	\$398,409	2007/08	\$369,165
							2006/07	n/r
Robert Halpenny Regional Medical Director	\$280,971	0	0	\$22,913	\$14,387	\$318,271	2007/08	\$280,056
							2006/07	n/r
Chris Mazurkewich Chief Financial Officer/COO SCS	\$234,300	0	0	\$19,109	\$14,372	\$267,781	2007/08	\$258,602
							2006/07	n/r
Joanne Konnert Chief Operating Officer Okanagan Health Services	\$234,170	0	0	\$19,098	\$13,962	\$267,230	2007/08	\$248,509
							2006/07	n/r
Andrew Neuner Chief Operating Officer TCS Health Services	\$199,887	0	0	\$16,302	\$12,852	\$229,041	2007/08	\$217,729
							2006/07	n/r
(1) Murray Ramsden elected cash option in lieu of benefits, \$6,729.65 added to Base Actual salary. (Flex Benefit Program) (2) No bonus payments made. (3) No incentive plan in place.								

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**PART TWO**

**Compensation Discussion and Analysis**

Interior Health Authority is a member employer of the Health Employers Association of BC and is governed by the HEABC Compensation Reference Plan. This 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.

**Compensation Principles**

- ✓ Jobs not covered by collective agreements will be compensated in a fair and equitable manner.
- ✓ Levels of compensation will be valid and defensible to full disclosure, thus ensuring accountability to the public. Levels shall reflect those in an appropriate composite market.
- ✓ Compensation policies and practices include the total compensation for services through both traditional employer compensation policies and special employment contract relationships.
- ✓ To ensure equity, appropriate systems will measure and recognize the composite value of the skill, effort, responsibility and working conditions involved in performing the duties of jobs across the healthcare sector.

**Compensation Policy Objectives**

Consistent with the above principles, healthcare's non-contract compensation program has the following policy objectives:

- a. Healthcare's non-contract compensation plan would address the expectations of trustees, employers, employees and the Government.
- b. A defensible compensation system responds to broad equity issues. The compensation system recognizes the responsibility of the healthcare sector to establish compensation levels that acknowledge fairness and the public's ability to pay.
- c. Compensation levels are at a level so that healthcare employers can attract, motivate, and retain qualified individuals. Fundamental to this statement is the fact that healthcare compensation practices cannot lead the market. This ensures that taxpayers receive the maximum benefits from qualified individuals occupying jobs within the healthcare sector.

- d. Compensation levels must be competitive to control unnecessary levels of turnover.
- e. Compensation levels will be based on an analysis of internal and external compensation levels. The comparison would consider the type and range of organizations from which healthcare sector employers must recruit and retain highly qualified individuals.
- f. Internal equity requires that compensation be relative to the worth of jobs as measured by the composite value of skill, effort, responsibility and working conditions. External equity requires that compensation be relative to an acceptable composite market.
- g. Compensation should reinforce and reward performance. Employers shall establish measurable performance standards.
- h. Compensation policies should comply with the intent and requirements of legal obligations by being non-discriminatory in nature.
- i. Compensation policies and programs must be designed to be efficiently administered. The salary ranges will group jobs of similar value, and common impact and magnitude.

### **Compensation Surveys**

The compensation reference plan shall be reflective of a representative market that shall be composed of an appropriate mix of employers from which healthcare must attract and retain qualified individuals.

HEABC is responsible for conducting an annual cash compensation survey to ensure appropriate internal and external equity are maintained.

Job market matches shall be appropriate to the type of position: local for administrative support positions; and provincial or national for managerial positions.

The comparison of compensation shall be to relevant external labour markets.

The external markets shall reflect the types of organizations from which healthcare employers must attract and retain individuals. This will include both the public and private sector. Compensation information will be collected on the basis of job content, not job title.

HEABC will conduct a total compensation survey on a minimum of a three-year, or as-needed cycle. Included in the survey will be: salaries, other cash and incentives; perquisites; holidays; vacations and other paid time off work; group benefits; retirement or savings benefits; and standard hours of work.

### **Compensation Reference Ranges**

HEABC is responsible for providing healthcare employers with salary reference ranges. The reference salary ranges will be based on the 50th percentile of the blended healthcare and external market pay policy lines. The salary reference ranges will include provisions for an adequate range and spread of salary rates to reflect developmental, job standard, and above standard rates.



Employers are responsible for establishing salary ranges that conform to the reference salary ranges. Employers' salary ranges will be deemed to conform to the compensation reference ranges if the organization's overall comparison ratio is within 0.90 and 1.10 of the appropriate market reference rates.

The comparison ratio calculation is the total of the organization's actual salaries divided by the total of the appropriate market reference rates. Employers are responsible for administering salaries within the reference salary ranges.

Circumstances may require employers to establish job rates that exceed the recommended market reference rates. These circumstances typically are the result of supply and demand factors, or unusual or emergent conditions within the organization. Employers, in consultation with HEABC, may establish job rates that exceed the recommended reference rates. The organization's overall comparison ratio should not exceed the recommended target.

Circumstances may require employers to extend geographic cost of living considerations in determining the final salaries of executive and non-contract employees. Employers may include a geographic cost of living component provided the organization's overall comparison ratio does not exceed the recommended range.

Circumstances may require employers to address compression or inversion issues between non-contract staff and directly supervised bargaining unit employees. A premium differential of up to 15 percent may be established where there is a functional supervisory role, with responsibility and accountability for outcomes. This premium differential does not form part of the comparison ratio calculation.

### **Organization Information Plan**

The Organization Information Plan provides a means of grouping organizations with similar characteristics for the purpose of comparing the pay practices of these groupings to a relevant external market. The grouping of organizations is determined by assessing certain characteristics that are inherent in all healthcare organizations.

HEABC is responsible for providing healthcare employers with a copy of the Organizational Information Questionnaire (OIQ), instructions on how it is used, and consulting assistance in order to complete and accurately collect the required information.

The healthcare employer is responsible for completing the questionnaire.

The healthcare employers' Board is responsible for approving the completed OIQ and returning the questionnaire to HEABC.

HEABC is responsible for reviewing all completed questionnaires for consistency in application and informing the healthcare employer of the final assessment.

The Organizational Information Questionnaire collects factual information on healthcare organizations.

### **Role Assessment Plan**

The Role Assessment Plan provides a means of establishing an equitable hierarchy of jobs/roles within an organization, as well as a comparison of jobs/roles across the healthcare sector. The hierarchy of jobs/roles is determined by assessing the skill, effort, responsibility, and working conditions inherent in all jobs/roles in healthcare.

HEABC is responsible for providing healthcare employers with copies of the Role Assessment Plan, the associated Questionnaire, and consulting advice on the application of the system. HEABC is responsible for educating healthcare employers on the use of the plan and providing consulting advice and assistance as required.

Healthcare employers are responsible for ensuring that non-contract employees complete the questionnaire and having their respective managers approve the questionnaire to ensure the information accurately reflects job content and requirements. The head of the healthcare employer, or designate, completes a final approval of the questionnaire.

HEABC is responsible for working with healthcare employers to ensure the consistent application of the plan through periodic reviews. HEABC is responsible to work with the healthcare employers to resolve any disputes on the application of the plan.

### **Application of the Compensation Reference Plan**

For each of the NEOs reported in the Summary Compensation Table of this disclosure, Interior Health Authority has applied the Compensation Reference Plan, working with HEABC as necessary. The base salary and total compensation provided to each NEO is consistent with the principles and policy objectives stated above, as mandated by the Public Sector Employers Council in accordance with the Public Sector Employers Act.

Interior Health Authority has established salary ranges and job rates consistent with the mandated 50<sup>th</sup> percentile of the blended market and HEABC reference salary ranges. Newly hired employees are placed on the appropriate salary range and at the appropriate range placement in accordance with their previous experience, competencies and current labour market conditions. Salary Range Progression is based on the performance of the employee. A review of individual performance is conducted on an annual basis, and salary range progression is granted on April 1<sup>st</sup> of each year. The key determinate of Salary Range Progression is the annual performance review process during which individual performance is assessed.

### **Benefits**

All full time or regular part time Employees are eligible to participate in the Employer's Health and Welfare Benefit Plans as follows:

*BC Medical Services Plan:* This Provincial Government medical plan is open to all residents of British Columbia. The Employer pays 100% of the premium for Employees, spouses and eligible dependents.

*Group Flex Benefits Plan:* This private group insurance plan provides extended health care, dental care, long-term disability, accidental death and dismemberment and life insurance protection. The Plan consists of core (required) programs, supplemented with elective program coverages as selected by the Employee.

*Optional Programs:* Employees may purchase additional Optional Life Insurance and Accidental Death and Dismemberment insurance coverage

*Pension:* As a condition of employment all Full Time Employees over the age of 18 will become members of the Municipal Pension Plan. This plan is funded through both Employee payroll deductions and Employer contributions. Enrolment for Part Time Employees is at the Employee's option.

### **Annual Leave**

The vacation earning year runs from July 1<sup>st</sup> to June 30<sup>th</sup> of the following year. A vacation of 20 work days (150 hours) is provided after 1 year of continuous service. Vacation credits are earned commencing with the first day of employment on a pro rata basis. Vacation entitlement increases by 1 day (7.5 hours) per year commencing with an Employee's 5<sup>th</sup> anniversary of employment up to a maximum of 35 days (262.5 hours).

The Employer's Flex Benefit Program (see Clause 8) as designed requires one week (5 days) vacation credits to be included in the Flex Benefit Program, as stipulated by Canada Revenue Agency regulations. As part of the selection process, the Employee may elect to redirect those vacation credits into vacation leave entitlement.

June 2009