



May 28, 2021

Mr. John Davison  
CEO and President  
Public Sector Employers Council Secretariat  
2<sup>nd</sup> Floor, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear Mr. Davison;

**Re: 2020/21 Executive Compensation Disclosure**

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Please find attached the required compensation reports on the President and Chief Executive Officer and the highest ranking corporate executives that make up our submission.

By submitting these reports, I attest the following:

- The Board is aware of the executive compensation paid in the prior fiscal year.
- 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 employer. It also includes the value of any pre or post-employment payments made during the 12-month period before or after the term of employment.
- The compensation provided was within approved compensation plan.

Sincerely,

Jim Sinclair  
Chair, Board of Directors

**Fraser Health Authority**  
**Board of Directors**

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## Fraser Health Authority

# Compensation Discussion & Analysis

May 2021

## Part I – Framework for Total Compensation

### Compensation Plan

Fraser Health uses the health sector's *Compensation Reference Plan* as the framework for its compensation program covering individuals in the Management & Management Support (Non-Contract) employee group. The Plan is aligned with Government core principles on compensation. A copy of the approved *Compensation Reference Plan* is attached.

The goal of the *Compensation Reference Plan* is set salary ranges at the 50<sup>th</sup> percentile of rates reported in an industry market survey. The actual health sector Management & Management Support salary ranges fall short of this goal. Historically the salary ranges have been influenced by factors such as public sector bargaining and the financial mandate set by Government. Despite this shortfall, Fraser Health establishes all salaries within the approved salary ranges.

The salary ranges apply to executives, managers and non-contract support staff with the exception of the President & Chief Executive Officer. Compensation for the Chief Executive Officer is set by the Minister of Finance.

### Benefits

Fraser Health and the other BC Health Authorities provide common benefit plans. These include employer paid Medical Service Plan, Long Term Disability, Short Term Illness Sick Leave, Life Insurance, Accidental Death & Dismemberment (AD&D), Extended Health, Dental Plan; and enrollment in the Municipal Pension Plan. Individuals have the option to purchase additional insurance benefits on an employee paid premium basis.

Fraser Health offers modular options for the level of some benefit plans. The modular options provide employees the flexibility to choose one of three levels of benefits that are best for their personal circumstances. The options are designed so that each level has the same employer cost.

### Perquisites

There are no perquisites paid to the Executives.



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## **Part II – Discussion on Total Compensation Reported**

### **Total Compensation – Chief Executive Officer**

The Board follows a Performance Evaluation Process reviewing the CEO performance in terms of the goals for the year and performance against the strategic and annual operating and capital plans. The attached table shows base salary, benefits, pension, and all other compensation for the Chief Executive Officer. A government freeze on compensation changes to the salary of the Chief Executive Officer has been in place for the 2020/21 fiscal year.

### **Total Compensation – Other Executives**

Base salary, benefits, pension, and all other compensation are reported for the four highest ranking executives on the attached Summary Compensation Table. The Notes Section provides information on employment time periods and reasons for compensation listed as Other.

All base salaries are established within the approved salary ranges set for each position. Consideration for approved salary increases are based on performance. A government freeze on compensation changes to the salary of the Chief Executive Officer has been in place for the 2020/21 fiscal year.

Fraser Health Authority

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Dr Victoria (Eun Hyung) Lee, President & Chief Executive Officer	\$ 350,359	-	\$ 21,099	\$ 34,686	-	\$ 406,144	\$ 397,807	\$ 363,878
Ralph Belle, Dr, Vice President, Medicine	\$ 225,127	-	\$ 24,117	\$ 22,287	-	\$ 271,531		
Elizabeth Brodtkin, Vice President, Population Health & Chief Medical Health Officer	\$ 281,529	-	\$ 21,308	\$ 27,846	-	\$ 330,683		
Dr Martin Lavoie, Deputy Provincial Health Officer (Acting)	\$ 277,962	-	\$ 19,537	\$ 27,492	-	\$ 324,991	\$ 329,304	\$ 311,100
Laurie Leith, Vice President, Acute and Community Services	\$ 254,805	-	\$ 18,975	\$ 25,202	-	\$ 298,982	\$ 293,334	\$ 286,453
Dr Roy Morton, Vice President, Medicine	\$ 281,434	-	\$ 13,079	\$ 20,589	\$ 61,177	\$ 376,279	\$ 332,251	\$ 323,123

**Summary Other Compensation Table at 2021**

<b>Name and Position</b>	<b>All Other Compensation</b>	<b>Severance</b>	<b>Vacation Payout</b>	<b>Paid Leave</b>	<b>Vehicle / Transportation Allowance</b>	<b>Perquisites / Other Allowances</b>	<b>Other</b>
Dr Victoria (Eun Hyung) Lee, President & Chief Executive Officer	-	-	-	-	-	-	-
Ralph Belle, Dr, Vice President, Medicine	-	-	-	-	-	-	-
Elizabeth Brodtkin, Vice President, Population Health & Chief Medical Health Officer	-	-	-	-	-	-	-
Dr Martin Lavoie, Deputy Provincial Health Officer (Acting)	-	-	-	-	-	-	-
Laurie Leith, Vice President, Acute and Community Services	-	-	-	-	-	-	-
Dr Roy Morton, Vice President, Medicine	\$ 61,177	-	\$ 15,659	-	-	-	\$ 45,518

**Notes**

Dr Victoria (Eun Hyung) Lee, President & Chief Executive Officer	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at FHA organization will forgo standard performance based increases for the 2020/21 performance year. This individual also received On-Call payments related to their role as a physician which are equal to \$11,636.
Ralph Belle, Dr, Vice President, Medicine	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. Dr. Ralph Belle is replacing Dr. Roy Morton. Note: Additional compensation received per Extraordinary Events, Memberships, etc. – COVID 19 Compensation for Medical Health Officers and physicians to meet critical deliverables as part of the public health response: \$17,856 Dr. Belle received payment for physician services over the course of the fiscal year 2020/21 which will be disclosed by the Medical Services Commission’s Financial Statement or Blue Book later in the year. Dr. Belle also has a clinical service contract for \$41,475 and On Call (LLTO) for \$37,975.
Elizabeth Brodtkin, Vice President, Population Health & Chief Medical Health Officer	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at FHA organization will forgo standard performance based increases for the 2020/21 performance year. Note: Additional compensation received per Extraordinary Events – COVID 19 Compensation for Medical Health Officers and physicians to meet critical deliverables as part of the public health response: \$69,482.40 This individual also received On-Call payments related to their role as a physician which are equal to \$5,692
Dr Martin Lavoie, Deputy Provincial Health Officer (Acting)	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at FHA organization will forgo standard performance based increases for the 2020/21 performance year. Note: Additional compensation received per Extraordinary Events – COVID 19 Compensation for Medical Health Officers and physicians to meet critical deliverables as part of the public health response: \$16,875
Laurie Leith, Vice President, Acute and Community Services	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at FHA organization will forgo standard performance based increases for the 2020/21 performance year.
Dr Roy Morton, Vice President, Medicine	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 2% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at FHA organization will forgo standard performance based increases for the 2020/21 performance year. Note: Additional compensation received per Extraordinary Events – COVID 19 Compensation for Medical Health Officers and physicians to meet critical deliverables as part of the public health response: \$21,562 This individual also received On-Call payments related to their role as a physician which are equal to \$28,479. <b>Other Note:</b> RETIREMENT PAYOUT \$45,518