

EXECUTIVE COMPENSATION DISCLOSURE

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

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Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
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

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Notes

Dr Victoria (Eun Hyung) Lee, President & Chief Executive Officer	General Note: 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	General Note: 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	General Note: 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)	General Note: 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	General Note: 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	General Note: 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. Other Note: RETIREMENT PAYOUT \$45,518