

# EXECUTIVE COMPENSATION DISCLOSURE

Fraser Health Authority

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Dr Victoria (Eun Hyung) Lee, President & Chief Executive Officer	\$ 350,571	-	\$ 24,797	\$ 34,229	\$ 415	\$ 410,012	\$ 406,144	\$ 397,807
Dr Ralph Belle, Vice President, Medicine	\$ 287,840	-	\$ 21,901	\$ 28,104	\$ 383	\$ 338,228	\$ 271,531	
Elizabeth Brodtkin, VP, Population & Public Health and Chief Medical Health Officer	\$ 287,840	-	\$ 24,098	\$ 28,104	\$ 13,405	\$ 353,447	\$ 330,683	
Linda Dempster, Vice President, Patient Experience	\$ 246,656	-	\$ 19,293	-	\$ 352	\$ 266,301		\$ 258,057
Laurie Leith, Vice President, Community Hospitals and Programs	\$ 254,729	-	\$ 19,987	\$ 24,871	\$ 489	\$ 300,076	\$ 298,982	\$ 293,334

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**Summary Other Compensation Table at 2022**

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	\$ 415	-	-	-	\$ 415	-	-
Dr Ralph Belle, Vice President, Medicine	\$ 383	-	-	-	\$ 383	-	-
Elizabeth Brodtkin, VP, Population & Public Health and Chief Medical Health Officer	\$ 13,405	-	-	-	\$ 32	-	\$ 13,373
Linda Dempster, Vice President, Patient Experience	\$ 352	-	\$ 253	-	\$ 99	-	-
Laurie Leith, Vice President, Community Hospitals and Programs	\$ 489	-	-	-	\$ 489	-	-

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### 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. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2021/22 performance year.
Dr Ralph Belle, 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. Belle's FTE was increased from 0.8 to 1.0 part way through 2021; therefore additional earnings based on additional hours worked as part of status change. Dr. Belle received payment for physician services over the course of the fiscal year 2021/22 which will be disclosed by the Medical Services Commission's Financial Statement or Blue Book later in the year. Note, Dr. Belle received an additional \$55,266 in compensation which includes: 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 in the amount of \$ 3,436; PQI Fundamentals \$1,200 and On Call (LLTO) for \$50,629.60. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2021/22 performance year.
Elizabeth Brodtkin, VP, Population & Public Health and 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. This individual received an increase for her permanent appointment to Chief Medical Health Officer. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2021/22 performance year. <b>Other Note:</b> Dr. Brodtkin received \$32.33 Vehicle/Transportation allowance; as well as \$13,372.88 in overtime during 2021/22 fiscal year due to COVID related work.
Linda Dempster, Vice President, Patient Experience	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. Ms. Dempster was not one of the top five executives last year. Ms. Dempster received \$252.98 lump sum vacation carry over payout of 2.0 hours in order to reach allowable 75 hours; no longer contributing to MPP as retired; received \$98.58 vehicle/transportation allowance for Fiscal 2021/22. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2021/22 performance year.
Laurie Leith, Vice President, Community Hospitals and Programs	<b>General Note:</b> Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2021/22 performance year.