

Fraser Health Authority

Summary Compensation Table at 2023

| Name and Position | Salary | Holdback/Bonus/ Incentive Plan Compensation | Benefits | Pension | All Other Compensation (expanded below) | 2022/2023 Total Compensation | Previous Two Years Totals Total Compensation | |
|--|------------|---|-----------|-----------|--|------------------------------------|---|------------|
| | | | | | | | 2021/2022 | 2020/2021 |
| Dr Victoria (Eun Hyung) Lee, President & Chief Executive Officer | \$ 364,592 | - | \$ 32,593 | \$ 33,943 | \$ 16,053 | \$ 447,181 | \$ 410,012 | \$ 406,144 |
| Dr Ralph Belle, Vice President, Medicine | \$ 299,345 | - | \$ 29,955 | \$ 27,869 | \$ 440 | \$ 357,609 | \$ 338,228 | \$ 271,531 |
| Dr Elizabeth Brodtkin, VP, Population & Public Health and Chief Medical Health Officer | \$ 236,664 | - | \$ 21,524 | \$ 21,812 | \$ 40 | \$ 280,040 | \$ 353,447 | \$ 330,683 |
| Linda Dempster, Vice President, Patient Experience | \$ 256,523 | - | \$ 25,258 | - | \$ 245 | \$ 282,026 | \$ 266,301 | |
| Dermot Kelly, Vice President, Community Hospitals & Health Services | \$ 247,695 | - | \$ 28,023 | \$ 23,060 | \$ 1,175 | \$ 299,953 | | |
| Laurie Leith, Vice President, Regional Hospitals & Communities | \$ 289,197 | - | \$ 29,550 | \$ 26,924 | \$ 563 | \$ 346,234 | \$ 300,076 | \$ 298,982 |

Summary Other Compensation Table at 2023

| 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 | \$ 16,053 | - | \$ 4,908 | - | \$ 1,439 | - | \$ 9,706 |
| Dr Ralph Belle, Vice President, Medicine | \$ 440 | - | - | - | \$ 440 | - | - |
| Dr Elizabeth Brodtkin, VP, Population & Public Health and Chief Medical Health Officer | \$ 40 | - | - | - | \$ 40 | - | - |
| Linda Dempster, Vice President, Patient Experience | \$ 245 | - | - | - | \$ 245 | - | - |
| Dermot Kelly, Vice President, Community Hospitals & Health Services | \$ 1,175 | - | - | - | \$ 1,175 | - | - |
| Laurie Leith, Vice President, Regional Hospitals & Communities | \$ 563 | - | - | - | \$ 563 | - | - |

Notes

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| 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 4% performance based increase effective April 1, 2022 retroactively for the Fiscal 2021/22 year; Dr. Lee received \$1,439.30 vehicle/transportation allowance; \$9,706.48 Retro; and \$4,907.96 vacation payout. Other Note: Dr. Lee received \$9,706.48 retroactive adjustment. |
| Dr Ralph Belle, 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 4% performance based increase effective April 1, 2022 retroactively for the Fiscal 2021/22 year; Dr. Belle received \$440.30 vehicle/transportation allowance. Dr. Belle received payment for physician services over the course of the fiscal year 2022/23, 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 \$76,396.45 in compensation for being the Medical Director On Call (LLTO). |
| Dr Elizabeth Brodtkin, VP, Population & Public Health and Chief Medical Health Officer | General Note: Dr. Brodtkin is currently on LTD as of September 21, 2022 prorated LTD costs to include Apr– Sept; received \$39.75 Vehicle/Transportation allowance for fiscal 2022/23. |
| Linda Dempster, Vice President, Patient Experience | General Note: Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 4% performance based increase effective April 1, 2022 retroactively for the Fiscal 2021/22 year; Ms. Dempster received \$245.03 vehicle/transportation allowance for Fiscal 2022/23; no longer required to contribute to MPP. |
| Dermot Kelly, Vice President, Community Hospitals & Health 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 4% performance based increase effective April 1, 2022 retroactively for the Fiscal 2021/22 year; Mr. Kelly received a 15% increase (equity adjustment) effective September 16, 2022 also \$1,174.80 vehicle/transportation allowance for Fiscal 2022/23. *Mr. Kelly was not previously one of the top five executives. |
| Laurie Leith, Vice President, Regional Hospitals & Communities | General Note: Actual Base salary is based on fiscal year of 26 pay periods which does not equal 365 days. FHA organization provided a 4% performance based increase effective April 1, 2022 retroactively for the Fiscal 2021/22 year; Ms. Leith received temporary 10% increase to salary for additional responsibilities (May 2, 2022 - March 31, 2023); Ms. Leith also received \$563.27 vehicle/transportation allowance for Fiscal 2022/23. |