

VANCOUVER ISLAND HEALTH AUTHORITY
PSEC Summary Compensation Table
Fiscal Year Ended March 31, 2011
Prepared June 6, 2011

Name and Principle Position (a)	Base Actual Salary (b)	Bonus (c)	Incentive Plan Comp Paid (d)	Pension⁽³⁾ (e)	All Other Comp⁽⁴⁾ (f)	Total Comp for Fiscal 10/11 (g)	Previous 2 Years Total Comp (h)
Howard Waldner President and CEO	354,771	0	0	61,503 ⁽²⁾	25,926	442,201	2009/10 – 411,212 2008/09 – 414,657
Catherine Mackay EVP & COO	248,480	0	0	19,915	20,493	288,889	2009/10 – 189,134 2008/09 – n/r
Richard Crow EVP & CMO	251,171	0	0	20,118	25,005	296,295	2009/10 – 200,031 2008/09 - n/r
Lynn Stevenson EVP, People, Organizational Development, Practice and Chief Nurse	249,601	0	12,432 ⁽¹⁾	21,057	23,110	306,200	2009/10 – 292,001 2008/09 – 252,300
Bill Boomer VP & CFO	220,277	0	0	17,642	23,097	261,017	2009/10 – 248,450 2008/09 – 242,335

Perry Kendall, former Vice President, Seniors' Health remains a VIHA employee, seconded to an external organization. Annual base salary - \$220,603

Notes:

- (1) Re-earnable lump-sum, performance based salary adjustment (5% of salary) for the performance year 2009/10.
- (2) Restructuring of existing compensation package resulted in a onetime employer MPP contribution of \$ 25,244 for retroactive pensionable earnings.
- (3) Pension plan is the MPP for all staff. No other retirement plan in place. Only Employer contribution to MPP is reported.
- (4) Includes employer contributions/payments/premiums/ provided to all staff for EI, CPP, WCB, MSP, Group Life Dependent, Extended Health, Group Life, EI Rebate, Extended Health, Dental average annual payment, LTD, professional memberships, car insurance reimbursement and vehicle allowance of \$500 per month.