

VANCOUVER ISLAND HEALTH AUTHORITY
PSEC Summary Compensation Table
Fiscal Year Ended March 31, 2010
Prepared June 7, 2010

Name and Principle Position (a)	Base Actual Salary (b)	Bonus (c)	Incentive Plan Comp Paid (d)	Pension⁽⁵⁾ (e)	All Other Comp⁽⁷⁾ (f)	Total Comp for Fiscal 09/10 (g)	Previous 2 Years Total Comp (h)
Howard Waldner President and CEO	323,341.00	0	0	61,348.70 ⁽⁶⁾	26,522.30	411,212.00	2008/09 – 414,657 2007/08 – 417,425
Michael Conroy EVP & COO ⁽¹⁾	102,293.10	0	0	9,308.98	28,225.65 ⁽²⁾	139,827.73	2008/09 – 347,934 2007/08 – 312,927
Catherine Mackay EVP & COO	166,885.09	0	0	13,159.16	9,090.11	189,134.36	2008/09 – n/r 2007/08 – n/r
Owen Heisler EVP & CMO ⁽³⁾	120,965.50	0	0	10,777.44	16,762.08 ⁽⁴⁾	148,505.02	2008/09 – 304,969 2007/08 – 66,514 ⁽⁸⁾
Richard Crow EVP & CMO	170,013.69	0	0	11,324.56	18,693.62	200,031.18	2008/09 - n/r 2007/08 – n/r
Lynn Stevenson EVP, People, Organizational Development, Practice and Chief Nurse	249,602.10	0	0	20,686.07	21,712.82	292,000.99	2008/09 – 252,300 2007/08 - n/r
Bill Boomer VP & CFO	211,366.60	0	0	17,558.56	19,525.09	248,450.25	2008/09 – 242,335 2007/08 - 236,952
- Perry Kendall, former Vice President, Seniors' Health remains a VIHA employee, seconded to an external organization. Annual base salary - \$219,511.56.							
Notes:							
(1) M. Conroy was in the EVP & COO role until July 31, 2009. C. Mackay assumed the role on an interim basis upon M. Conroy's departure and then permanently effective Feb 15, 2010.							
(2) Includes vacation payout of \$19,775.14.							
(3) O. Heisler was in the EVP & CMO role until Sept. 16, 2009. R. Crow assumed the role on an interim basis upon O. Heisler's departure and then permanently effective Feb 15, 2010.							
(4) Includes vacation payout of \$8,198.81.							
(5) Pension plan is the MPP for all staff. No other retirement plan in place. Except where noted, only Employer contribution to MPP is reported.							
(6) Employer pays employer contribution plus reimbursement of employee paid pension plan contributions.							
(7) Except where noted, includes only 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.							
(8) O. Heisler in EVP & CMO role from Jan. 14, 2008 to March 31, 2008.							