

EXECUTIVE COMPENSATION DISCLOSURE

Provincial Health Services 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
David Byres, President & CEO	\$ 177,500	-	\$ 20,166	\$ 17,017	\$ 6,328	\$ 221,011	\$ 47,431	
Reka Gustafson, VP, Public Health & Deputy Officer	\$ 299,784	-	\$ 16,248	\$ 32,505	\$ 115,333	\$ 463,870		
Scott MacNair, Executive Vice President Business Operations	\$ 295,961	-	\$ 16,021	\$ 28,869	-	\$ 340,851	\$ 132,588	
Ronald Quirk, Executive Vice President, Digital Information Services & Innovation	\$ 303,893	-	\$ 16,094	\$ 11,228	\$ 5,038	\$ 336,253	\$ 337,392	
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	\$ 309,973	-	\$ 15,015	-	\$ 17,221	\$ 342,209	\$ 313,292	\$ 309,209

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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
David Byres, President & CEO	\$ 6,328	-	-	-	\$ 5,336	\$ 992	-
Reka Gustafson, VP, Public Health & Deputy Officer	\$ 115,333	-	\$ 3,438	-	-	-	\$ 111,895
Scott MacNair, Executive Vice President Business Operations	-	-	-	-	-	-	-
Ronald Quirk, Executive Vice President, Digital Information Services & Innovation	\$ 5,038	-	\$ 5,038	-	-	-	-
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	\$ 17,221	-	\$ 17,221	-	-	-	-

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Notes

David Byres, President & CEO	<p>General Note: Dr David Byres was seconded to PHSA from PHC from April 1 to September 30, 2021. Dr David Byres was hired as employee of PHSA effective October 1, 2021. Estimated total compensation for the period April 1 to September 30, 2021 is of \$181,916, which includes base salary (\$174,393), statutory health and benefits (\$4,799), and car allowance (\$3,480), and a deduction on vacation payout (-\$693).</p> <p>Perquisite/Other Allowance Note: \$992 is for professional association/membership dues</p>
Reka Gustafson, VP, Public Health & Deputy Officer	<p>General Note: As a physician, Reka was eligible for physician rate changes effective April 1, 2019, April 1, 2020, April 1, 2021, per the Alternative Payments Subsidiary Agreement (APSA) and per the 2019 Physician Master Agreement, which were implemented and paid during the period of April 1, 2021-March 31, 2022. The Other amount of \$111,895 includes 3 annual retroactive physician rate changes owed (\$20,807), an administrative stipend (\$12,462), and overtime worked (\$78,627). Salary for the fiscal year is slightly inflated due to the way the pay periods worked.</p> <p>Other Note: The Other amount of \$111,895 includes 3 annual retroactive physician rate changes owed (\$20,807), an administrative stipend (\$12,462), and overtime worked (\$78,627).</p>
Scott MacNair, Executive Vice President Business Operations	<p>General Note: 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 2020/21 performance year. Salary for the fiscal year is slightly inflated due to the way the pay periods worked.</p>
Ronald Quirk, Executive Vice President, Digital Information Services & Innovation	<p>General Note: 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 2020/21 performance year. Salary for the fiscal year is slightly inflated due to the way the pay periods worked.</p>
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	<p>General Note: 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 2020/21 performance year. Salary for the fiscal year is slightly inflated due to the way the pay periods worked.</p>