

EXECUTIVE COMPENSATION DISCLOSURE

Provincial Health Services 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
David Byres, President & CEO	\$ 369,200	-	\$ 16,087	\$ 34,372	\$ 10,293	\$ 429,952	\$ 221,011	\$ 47,431
Reka Gustafson, VP, Public Health & Deputy Officer	\$ 179,926	-	\$ 4,712	\$ 12,877	-	\$ 197,515	\$ 463,870	
Leanne Heppell, Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer	\$ 300,519	-	\$ 41,168	-	\$ 6,667	\$ 348,354		
Scott MacNair, Executive Vice President Business Operations	\$ 296,400	-	\$ 17,167	\$ 27,595	\$ 953	\$ 342,115	\$ 340,851	\$ 132,588
Shannon Malovec, Executive Vice President, Digital Health, Information Services and Innovation	\$ 278,384	-	\$ 17,037	\$ 24,984	-	\$ 320,405		
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	\$ 310,432	-	\$ 15,911	-	-	\$ 326,343	\$ 342,209	\$ 313,292
Jason Wong, Interim Executive Medical Director, BC Centre for Disease Control	\$ 293,829	-	\$ 14,179	\$ 27,356	\$ 21,723	\$ 357,087		

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Summary Other Compensation Table at 2023

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
David Byres, President & CEO	\$ 10,293	-	-	-	\$ 9,573	-	\$ 720
Reka Gustafson, VP, Public Health & Deputy Officer	-	-	-	-	-	-	-
Leanne Heppell, Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer	\$ 6,667	-	-	-	\$ 6,000	-	\$ 667
Scott MacNair, Executive Vice President Business Operations	\$ 953	-	-	-	-	-	\$ 953
Shannon Malovec, Executive Vice President, Digital Health, Information Services and Innovation	-	-	-	-	-	-	-
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	-	-	-	-	-	-	-
Jason Wong, Interim Executive Medical Director, BC Centre for Disease Control	\$ 21,723	-	-	-	-	-	\$ 21,723

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Notes

David Byres, President & CEO	<p>General Note: Effective April 1st 2022, Dr. David Byres annualized salary increased to \$369,200. This was due to a performance based increase for the 2021/2022 performance year.</p> <p>Other Note: \$720 is for professional association/membership dues.</p>
Reka Gustafson, VP, Public Health & Deputy Officer	<p>General Note: Dr. Reka Gustafson's last day with PHSA as VP, Public Health & Deputy Officer was September 10th 2022. We are currently recruiting for this VP, Public Health & Deputy Officer role. Dr. Jason Wong has taken on additional responsibilities of this role (temporary acting capacity) while we work to fill the position permanently.</p>
Leanne Heppell, Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer	<p>General Note: Effective January 17th 2022, Leanne Heppell has been appointed to the role of Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer.</p> <p>Other Note: \$667 is for professional association/membership dues.</p>
Scott MacNair, Executive Vice President Business Operations	<p>General Note: Effective April 1st 2022, Scott MacNair's annualized salary was increased to \$296,400. This was due to a performance based increase for the 2021/2022 performance year.</p> <p>Other Note: \$953 is for employer paid parking.</p>
Shannon Malovec, Executive Vice President, Digital Health, Information Services and Innovation	<p>General Note: Effective July 13th 2022, Shannon Malovec was appointed to the position of Vice President, Digital Health Information Services and Innovation; position left vacant further to the retirement of the former incumbent on April 1, 2022. Included in FY 2022/23 total compensation is pay for Shannon Malovec in her previous role as Chief Digital Health Officer during the period of April 1st to July 12th 2022, in the amounts of: \$73,835 in Actual Base Salary, \$3,370 in Statutory and Health Benefits, and \$9,114 in Pension Contributions.</p>
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	<p>General Note: Effective April 1st 2022, Susan Wannamaker's annualized salary was increased to \$310,432. This was due to a performance based increase for the 2021/2022 performance year.</p>
Jason Wong, Interim Executive Medical Director, BC Centre for Disease Control	<p>General Note: Effective September 3rd, 2022 Dr. Jason Wong was appointed as Interim Executive Medical Director, BC Centre for Disease Control and took additional responsibilities that were formerly assigned to the VP Public Health, Deputy officer position. Included in FY 2022/23 total compensation is pay for Dr. Jason Wong in his previous role as Medical Director, Clinical Prevention Services during the period of April 1st to September 2nd 2022, in the amounts of: \$139,310 in Actual Base Salary, \$3,753 in Statutory and Health Benefits, and \$11,353 in Pension Contributions.</p> <p>Other Note: \$21,723 is for extraordinary events compensation (additional time associated with COVID-19 work).</p>