



**bcuc**  
British Columbia  
Utilities Commission

**David Morton**  
Chair and CEO

David.Morton@bcuc.com  
**bcuc.com**

Suite 410, 900 Howe Street  
Vancouver, BC Canada V6Z 2N3  
**P:** 604.660.4700  
**TF:** 1.800.663.1385  
**F:** 604.660.1102

May 12, 2021

Sent via LGIR

John Davison, President & CEO  
PSEC Secretariat  
Suite 210 - 880 Douglas Street Victoria, B.C. V8W 2B7

**Re: British Columbia Utilities Commission – Attestation**

Dear John Davison:

This letter is provided to confirm the compensation information uploaded to the Labour Information Gathering and Executive Reporting Program is accurate and the BCUC has remained within the approved compensation framework.

Sincerely,

David Morton  
Chair and Chief Executive Officer

## **COMPENSATION DISCLOSURE**

The BCUC is required to disclose compensation of its CEO and the next four highest ranking/paid executives with decision-making authority who earn an annualized base salary of \$125,000 or more over a fiscal year, pursuant to the Public Sector Employers Act, Section 14.8.

## **COMPENSATION DISCUSSION AND ANALYSIS**

As a public sector organization, the BCUC designs and administers executive compensation within its approved compensation plan.

The Independent Review of the BCUC, released by the Provincial Government in February 2015, identified that the BCUC's compensation plan restricts its ability to recruit and retain necessary talent to deliver on its mandate. It was noted that the upper limit of compensation ranges needs to be more in line with market levels to be competitive in recruiting and retaining qualified individuals. This issue was further highlighted in the Auditor General of British Columbia observation report published in March of 2018.

Matters before the BCUC are complex and diverse in nature, and require specialized, technical knowledge to provide economic, financial, and technical analysis in the review of regulatory applications and filings. The BCUC competes for talent with regulated entities in the energy environment, including private and public, as well as accounting, engineering, consulting and other professional firms to hire and retain staff with the required knowledge, skills and abilities in addition to regulatory expertise.

## **COMPENSATION PHILOSOPHY**

Due to current compensation mandates the BCUC is unable to provide a total compensation program that will attract and retain experienced, senior level individuals to assist in fulfilling its mission.

The BCUC's compensation philosophy is grounded on four primary principles:

### **Principle 1 – Performance**

Diverse factors are used to determine individual compensation. Performance is directly linked to performance targets and measured throughout the year and, for senior positions, an overall review of the division's performance. The BCUC supports and promotes a performance-based (merit) organizational culture and determines progression through approved salary ranges by analyzing employee performance relative to established annual performance plans and targets. Natural, year-over-year progression through an approved salary range is also considered. For senior (management) positions, compensation is contingent on both individual and division (team) performance.

### **Principle 2 – Accountability**

The BCUC strives to provide total compensation equivalent to the median total compensation provided to comparable positions. External benchmarks allow the BCUC to make objective, clear and well-documented compensation decisions which demonstrate the appropriate expenditure of public accountability. While the knowledge gained from comparing and benchmarking compensation is valuable, this approach has been tempered by the current restrictions on government compensation.

**Principle 3 – Differentiation**

The BCUC strives to provide internally equitable compensation; the BCUC supports differentiation of salary where there are differences in the scope, responsibilities, and impact of the position within the organization.

**Principle 4 – Transparency**

In the interest of transparency, both internally and externally, the BCUC's compensation program is designed, managed, and communicated in a manner that ensures clear understanding.

**BENEFITS**

The BCUC provides the following benefits, life insurance, medical service plan, extended health and dental, health spending account, wellness program and long-term disability plans. Employees of the BCUC are also enrolled in the Public Service Pension Plan.

Further details regarding the Commission are available in the annual report which can be accessed on the BCUC's website [www.bcuc.com](http://www.bcuc.com)

BC Utilities Commission

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
David Morton, Chair and CEO	\$ 210,086	-	\$ 11,148	\$ 20,693	\$ 27,923	\$ 269,850	\$ 269,103	\$ 299,601
Ian Jarvis, Chief Operating Officer	\$ 196,491	-	\$ 12,135	-	\$ 17,814	\$ 226,440	\$ 214,905	\$ 194,858
Viki Vourlis, Executive Director, Corporate Services	\$ 163,552	-	\$ 11,912	\$ 16,830	\$ 21,389	\$ 213,683	\$ 189,852	\$ 175,537

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
David Morton, Chair and CEO	\$ 27,923	-	\$ 24,148	-	-	-	\$ 3,775
Ian Jarvis, Chief Operating Officer	\$ 17,814	-	\$ 10,991	-	-	-	\$ 6,823
Viki Vourlis, Executive Director, Corporate Services	\$ 21,389	-	\$ 13,561	-	-	-	\$ 7,828

Notes

David Morton, Chair and CEO	<b>Other Note:</b> Taxable Benefit -Parking (\$3624.77 ), Taxable Benefit Air Quality Incentive - (\$150.00)
Ian Jarvis, Chief Operating Officer	<b>General Note:</b> BCUC provided a 5% performance based increase effective April 1,2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases for the 2020/21 performance year. <b>Other Note:</b> "Retroactive Pay Lump Sum from April 1- October 2, 2020 ( \$4323.28), Taxable Benefit -Parking (\$2499.84) "
Viki Vourlis, Executive Director, Corporate Services	<b>General Note:</b> Executives will forgo standard performance based increases for the 2020/21 performance year. Effective April 1, 2020 ,Viki has been fully implemented into the position of Executive Director of Corporate Services. This implementation recognizes a two-year stepped progression into the role, recognizing the accountabilities that she presently performs. <b>Other Note:</b> Retroactive Pay Lump Sum from April 1- October 2, 2020( \$7313.64), Taxable Benefit Air Quality Incentive- (\$200), Taxable Benefit for Wellness - (\$315.00)