

## **FUNDING**

The BC Utilities Commission receives operating funding through a levy paid by organizations regulated by the Commission, for example; BC Hydro, BC Transmission Corporation, ICBC, and pipelines. The Commission also recovers costs associated with applications and hearings.

## **COMPENSATION**

Treasury Board establishes a compensation range for the Chair and CEO and full-time Commissioners and a day rate for part-time Commissioners. Directive 2/07 outlines remuneration for appointees to administrative tribunals. Specific compensation for the Chair and CEO and full time Commissioner is set by a Ministerial Order.

Compensation for all remaining staff is reviewed and evaluated by a third party external source and a competitive salary range is determined. The salary ranges are reviewed by the Public Sector Employer's Council. This group is also eligible for a modest incentive payment and terms are discussed below.

The Commission's competitors for competent staff include energy and utility companies, public utilities, as well as other regulators. The current levels of compensation are proving to be challenging in terms of recruiting and retaining the competency level required at the Commission.

## **PERFORMANCE PLANNING INCENTIVE**

Effective organizational performance requires that the efforts of all employees be directed toward the attainment of the organization's goals and objectives.

The Chair and CEO establishes the Commission's objectives at the beginning of the year and employees work with their supervisors to establish individual goals to contribute to their successful performance and the success of the Commission. Performance is monitored and reviewed throughout the year and an assessment of an employee's performance is conducted by their direct supervisor and reviewed by the Chair and CEO.

The Commission performance-based incentive plan applies to all staff with the exception of the Chair and CEO and the Commissioners. The typical incentive paid at the Commission, following a performance review, ranges between four to seven percent of the employee's current salary, ten percent being the maximum incentive an employee may receive.

## **BENEFITS**

The benefit plan is generally consistent with the benefit plan provided by departments of the Provincial Government. For administrative efficiency and economy the benefit plan is managed by the BC Public Service Agency. The following benefits are included: Medical Services Plan, Extended Health and Dental, Employee and Family Assistance, Wellness Program, Health Spending Account, Workers' Compensation, Employment Insurance, Life Insurance, Canada Pension, Public Service Pension and a Retirement Allowance. The 23.83% benefit figure encompasses all of these benefits and is referred to in the table below.

All employees are provided with four weeks annual vacation and an option to enrol in a flex work schedule. Annual vacation increases occur after the eighth year of employment and range between one to two days a year, reaching a maximum entitlement of thirty five days in the twenty-fifth year of employment.

**SUMMARY COMPENSATION TABLE**

***2008/2009 Figures***

<b>Name &amp; Principal Position</b>	<b>Salary (\$)</b>	<b>Bonus (\$)</b>	<b>Incentive Plan Compensation Paid (\$)</b>	<b>Pension (\$)</b>	<b>*All Other Compensation (\$)</b>	<b>Total (\$)</b>
Len Kelsey, Chair / CEO	\$160,701.84 Term Commenced: July 16, 2008	0.00	0.00	Public Pension Service Plan Included in Benefit Calculation	\$41,184.25 \$29,509.68	**08/09 = \$201,886.09 ***07/08 = \$142,567.50
Jim Fraser, Director Strategic Services	\$124,583.52	0.00	\$8,883.70	Public Pension Service Plan Included in Benefit Calculation	\$38,571.95 \$34,044.39	08/09 = \$163,155.47 ***07/08 = \$152,542.31
Philip Nakoneshny, Director Rates & Finance	\$124,583.52	0.00	\$8,883.70	Public Pension Service Plan Included in Benefit Calculation	\$41,968.40 \$41,996.14	08/09 = \$166,551.92 ***07/08 = \$160,494.06
Brian Williston, Director Engineering & Commodity Markets	\$125,310.87	0.00	\$8,973.43	Public Pension Service Plan Included in Benefit Calculation	\$41,670.51 \$40,195.11	08/09 = \$166,981.38 ***07/08 = \$159,889.97

\* *Benefit Calculation (23.83%) – described in the benefits section on the first page*

\*\* *Fiscal 2009 – Appointed as Chair & CEO, July 16, 2008 – Previously was employed as a Commissioner*

\*\*\* *07/08 figures include all additional compensation (i.e., benefits 23.83%, vacation payout, bonus etc.)*