



## STATEMENT OF EXECUTIVE COMPENSATION – 2008/09

### EXECUTIVE COMPENSATION PHILOSOPHY

#### OBJECTIVES

- Establish market appropriate compensation for the Commissioner (CEO) and all Named Executive Officers (NEOs) in order to recruit and retain talented leadership.
- Ensure that yearly merit increases reflect the individual, divisional and organizational performance of the individual Executive Team members.
- Ongoing review of the Executive Compensation Plan reflects changes within the labour market.

#### PRINCIPLES

- The Board (HR and Governance Committee) provides oversight and approves the Executive Compensation Plan. The Executive Compensation plan has been approved by the Public Sector Employer's Council (PSEC).
- The Board (HR and Governance Committee) determines the salary for the Commissioner (CEO) based upon the Executive Compensation Plan approved by the PSEC.
- The Commissioner (CEO) determines the salary for all NEOs based upon the framework approved by PSEC.
- Executive Officers do not receive any incentives or bonuses, total compensation includes base salary and benefits.

## 2008/09 COMPENSATION DISCLOSURE

<b>Name and Principal Position</b>	<b>Salary (\$)</b>	<b>Bonus (\$)</b>	<b>Incentive Plan (\$)</b>	<b>Pension (\$)</b>	<b>All Other Compensation (\$)<sup>i</sup></b>	<b>Total (\$)</b>	<b>Previous 2 Years Totals<sup>ii</sup></b>
<b>Alex Ferguson, Commissioner</b>	<b>\$162,346.64</b>	<b>N/A</b>	<b>N/A</b>	<b>\$17,305.85</b>	<b>\$22,058.36<sup>iii</sup></b>	<b>\$201,710.85</b>	<b>2008 - \$86,964.29<sup>iv</sup></b>
<b>Greg Lever, Deputy Commissioner, Engineering (Chief Engineer)</b>	<b>\$157,624.29</b>	<b>N/A</b>	<b>N/A</b>	<b>\$15,753.33</b>	<b>\$10,498.98</b>	<b>\$183,876.60</b>	<b>2008 - \$128,040.80<sup>v</sup></b>
<b>Paul Jeakins, Deputy Commissioner, Regulatory Affairs and Stewardship</b>	<b>\$151,556.60</b>	<b>N/A</b>	<b>N/A</b>	<b>\$14,952.65</b>	<b>\$10,114.16<sup>vi</sup></b>	<b>\$176,623.41</b>	<b>2008 - \$72,232.57<sup>vii</sup></b>
<b>Randall Smith, Corporate Services Leader (EFO)</b>	<b>\$143,656.50</b>	<b>N/A</b>	<b>N/A</b>	<b>\$13,749.02</b>	<b>\$11,421.31</b>	<b>\$168,826.83</b>	<b>2008 - \$7,175.14<sup>viii</sup></b>
<b>Steve Simons Corporate Affairs Leader</b>	<b>\$135,216.50</b>	<b>N/A</b>	<b>N/A</b>	<b>\$13,287.44</b>	<b>\$14,496.05<sup>ix</sup></b>	<b>\$162,999.99</b>	<b>2008 – N/A<sup>x</sup></b>
<b>James O’Hanley Deputy Commissioner Project Assessment &amp; Compliance Assurance<sup>xi</sup></b>	<b>\$86,817.30</b>	<b>N/A</b>	<b>N/A</b>	<b>\$7,995.53</b>	<b>\$11,969.90</b>	<b>\$106,782.73</b>	<b>2008 – N/A</b>

<sup>i</sup> Amounts in All Other Compensation include Employer Canada Pension Plan, Employment Insurance and WorkSafeBC premiums; Life Insurance premiums; Long Term Disability premiums; BC Medical Services Plan premiums; Retro Pay; Relocation Allowance; Location Allowance; Car Allowance; Health and Wellness; Computer Grant; and Parking Fees paid by the employer. Additional payments made to, or on behalf of individual employees are noted as applicable.

<sup>ii</sup> The Compensation Disclosure requirements were enacted in 2008 and therefore this column includes only the previous year, in 2010 reporting will include two previous years.

<sup>iii</sup> This amount includes a payment of \$4,283.55 for vacation earned in 2007 and not taken before the end of 2008.

<sup>iv</sup> Alex Ferguson was appointed to a five year term as Commissioner, effective October 9, 2007. 2008 reporting covers the period of October 9, 2007 – March 31, 2008.

<sup>v</sup> Greg Lever was appointed to the position of Deputy Commissioner, Engineering (Chief Engineer), effective July 9, 2007. 2008 reporting covers the period of July 9, 2007 – March 31, 2008.

<sup>vi</sup> This amount includes a payment of \$890.23 for vacation earned in 2007 and not taken before the end of 2008.

<sup>vii</sup> Paul Jeakins was appointed to the position of Deputy Commissioner, Regulatory Affairs and Stewardship effective October 15, 2007. 2008 reporting covers the period of October 15, 2007 – March 31, 2008.

<sup>viii</sup> Randall Smith was appointed to the position of Corporate Services Leader (EFO), effective March 17, 2008. 2008 reporting covers the period of March 17, 2008 – March 31, 2008.

<sup>ix</sup> This amount includes a payment of \$4,838.05 for vacation earned in 2007 and not taken before the end of 2008.

<sup>x</sup> Steve Simons earnings were not reported in 2008 as he did not meet the reporting criteria.

<sup>xi</sup> James O’Hanley was appointed to the position of Deputy Commissioner, Project Assessment and Compliance Assurance effective August 29, 2008.