

2020 EXECUTIVE COMPENSATION BC PUBLIC SERVICE

Compensation Philosophy

The executive compensation approach provides staff with a competitive total compensation package to attract and retain a qualified, diverse and engaged workforce that strives to achieve high levels of performance in delivering government services to the people of B.C. The compensation philosophy outlines the BC Public Service's objectives and guiding principles for compensation for deputy ministers, associate deputy ministers and assistant deputy ministers.

Objectives

The objectives of the BC Public Service compensation philosophy are to:

1. Support and retain individuals who demonstrate the BC Public Service leadership expectations, values and competencies needed to achieve the objectives of government.
2. Attract qualified, diverse and high-potential individuals to the BC Public Service.
3. Support a performance-based culture by providing in-range increases to employees to achieve results and exhibit superior performance.

Guiding Principles

The following principles guide the design, implementation and administration of BC Public Service compensation programs:

- **Differentiation:** Differentiation of salary is supported where there are differences in the scope of the position within a ministry or corporate context, and/or due to superior individual or team contributions.
- **Performance:** Compensation programs support and promote a performance-based organizational culture.
- **Transparent:** Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public, while at the same time protecting individual personal information.
- **Accountable:** Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

Guidelines for Administration

Market Comparators

The BC Public Service has identified the primary competitors for talent as:

1. BC public sector organizations (including Crown corporations, the health sector, the education sector, community social services, regional governments, municipalities, and various other public bodies);
2. Other provincial jurisdictions and the federal government (excluding northern territory jurisdictions); and
3. The private sector.

Executive Compensation

The province's target position for executive compensation in the public sector market is to be from 3rd to 5th nationally amongst the provincial and federal governments. A determination is made respecting the appropriate ranking based on demographic and labour market trends, and economic variables.

Under the model introduced in 2008, the maximum attainable salary for BC Public Service deputy ministers and for assistant deputy ministers is to be third among provinces and the federal government. Base pay for executives included a salary holdback that was tied to leading human resources to corporate outcomes.

In October 2018, holdbacks were discontinued and Executive Salary Ranges were updated; however, the maximum of the executive salary range remains \$299,215 for BC Public Service deputy ministers and \$348,600 for the Deputy Minister to the Premier.

The maximum achievable salaries for executives under the framework approved by Cabinet in 2008 was set at 83 per cent of federal equivalent levels, which reflects the recommendation of a 2001 analysis by the consulting firm Watson Wyatt.

Internal Relativity and Differentiation

Base pay is typically set at levels within scope of comparable positions within the BC Public Service. Differentiation of base pay reflects:

- Differences in the scope and responsibility of the work assignment in a corporate context;
- Recruitment and retention pressures;
- Emphasis on specific talent or unique skills that ministries require in order to meet service plan priorities; and
- Relative performance in achieving work goals and objectives.
- Relative experience in leadership roles

Performance Based In-Range Movement

Performance based in-range movement provides the opportunity for Deputy Ministers to propose increases to their executives' salary over time, based on an annual review of their performance in their position. Performance based in-range increases are not an annual entitlement but are earned by demonstrating good and superior performance during the performance period and in the absence of government expenditure restrictions.

Leave Provisions

Deputy Ministers and Associate Deputy Ministers receive one additional week of vacation supplementary to the leave entitlements provided to all excluded managers in the BC public service.

BC Public Service Agency

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Donald James Wright, DM to Premier & Cab Secretary	\$ 303,592	-	\$ 7,605	\$ 29,903	-	\$ 341,100	\$ 357,501	\$ 238,414
Stephen Brown, Deputy Minister of Health	\$ 276,523	-	\$ 7,728	\$ 27,237	\$ 15,493	\$ 326,981	\$ 336,169	\$ 315,672
Richard Fyfe, Deputy Attorney General	\$ 281,652	-	\$ 7,728	\$ 27,742	\$ 24,394	\$ 341,516	\$ 321,772	\$ 303,453
Geoffrey Meggs, Chief of Staff	\$ 202,549	-	\$ 7,561	\$ 19,951	-	\$ 230,061	\$ 225,761	\$ 161,049
Lori M. Wanamaker, Deputy Minister of Finance	\$ 276,337	-	\$ 7,428	\$ 27,219	\$ 6,989	\$ 317,973	\$ 315,856	\$ 298,594

Summary Other Compensation Table at 2020

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Donald James Wright, DM to Premier & Cab Secretary	-	-	-	-	-	-	-
Stephen Brown, Deputy Minister of Health	\$ 15,493	-	\$ 8,504	-	\$ 6,989	-	-
Richard Fyfe, Deputy Attorney General	\$ 24,394	-	\$ 17,405	-	\$ 6,989	-	-
Geoffrey Meggs, Chief of Staff	-	-	-	-	-	-	-
Lori M. Wanamaker, Deputy Minister of Finance	\$ 6,989	-	-	-	\$ 6,989	-	-

Notes

Donald James Wright, DM to Premier & Cab Secretary	General Note: Don Wright was hired as Deputy Minister to the Premier on July 18, 2017. Effective October 1, 2018, past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for BC public service executives, as well as other executives in the public sector. As a result of this change, 18 months' worth of holdback were paid out in 2018/19. The annual salary for Don Wright is \$310,000.
Stephen Brown, Deputy Minister of Health	General Note: Stephen Brown became the Deputy Minister of Health effective June 10, 2013. Effective October 1, 2018, past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for BC public service executives, as well as other executives in the public sector. As a result of this change, 18 months' worth of holdback were paid out in 2018/19. The annual salary for Stephen Brown is \$277,359.
Richard Fyfe, Deputy Attorney General	General Note: Richard Fyfe became Deputy Attorney General effective June 16, 2012. Effective October 1, 2018, past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for BC public service executives, as well as other executives in the public sector. As a result of this change, 18 months' worth of holdback were paid out in 2018/19. The annual salary for Richard Fyfe is \$283,815.
Geoffrey Meggs, Chief of Staff	General Note: Geoffrey Meggs was hired as Chief of Staff on July 18, 2017. The annual salary for Geoffrey Meggs is \$202,878.
Lori M. Wanamaker, Deputy Minister of Finance	General Note: Lori Wanamaker became Deputy Minister of Finance on July 18, 2017. Effective October 1, 2018, past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for BC public service executives, as well as other executives in the public sector. As a result of this change, 18 months' worth of holdback were paid out in 2018/19. The annual salary for Lori Wanamaker is \$278,460.