



**FIRST PEOPLES'**  
CULTURAL COUNCIL

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First Peoples' Cultural Council  
1A Boat Ramp Road  
Brentwood Bay, BC V8M 1N9

June 2, 2022

Public Sector Employers' Council Secretariat  
Suite 210-880 Douglas Street  
Victoria, BC V8W 2B7

Attention John Davison

On behalf of the First Peoples' Council Board members, attached is First Peoples' Cultural Council Statement of Executive Compensation for the Year Ending December 31, 2021.

I confirm that the Board is aware of the compensation paid to the member of the executive as outlined in the attached statement, and that the compensation provided is within First Peoples' Cultural Council approved compensation plans for members of the executive. I also confirm that the disclosed information is accurate, includes all compensation paid by the Employer.

Sincerely,

A handwritten signature in black ink, appearing to read 'Carla Lewis'.

Carla Lewis  
Board Chair  
First Peoples' Cultural Council

Enclosure

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**COMMITTED TO THE REVITALIZATION OF B.C.'S ABORIGINAL LANGUAGES, ARTS AND CULTURES**

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## **First Peoples' Cultural Council (FPCC)**

### **Compensation Philosophy**

In order to achieve FPCC's business and operational objectives, it must rely on the contribution of its employees. FPCC's compensation program plays a key role in the organization's ability to attract, motivate, retain and engage quality employees.

### **Objectives**

The objectives of the compensation philosophy are to:

1. Support and retain individuals who demonstrate the values, skills and commitment needed to achieve the mission, vision and objectives of the FPCC.
2. Attract qualified, diverse and high-potential individuals.
3. Support the development of a performance-based culture.

### **Guidelines**

FPCC is committed to a total compensation perspective that views compensation as including base salary, short-term incentive pay, benefits, pension and vacation.

The key elements of FPCC's compensation offering include cash and non-cash compensation as follows:

#### **Cash Compensation**

Total cash compensation consists of base salaries plus short-term incentives. Total cash compensation is targeted at the 50th percentile of the composite market. Incentive pay is based on meeting pre-set objectives.

#### **Non-Cash Compensation**

Non-cash compensation includes the following:

- Benefits package – Competitive benefits package based on the government standard.
- Pension – Competitive retirement benefits based on the government standard.
- Vacation – Competitive vacation time.

#### **Compensation Review**

In keeping with its philosophy with respect to the need to maintain a meaningful degree of competitiveness with the relevant external labour market, FPCC conducts external reviews of compensation every 2 – 3 years.

#### **Base Salary Management**

Every FPCC position is assigned a base salary range. Placement and movement within the salary range is typically based on an employee's performance and competence level in the role relative

to the composite market median. Salary range progression reflects performance and/or competency growth.

## **Guiding Principles**

The following principles guide the design, implementation and administration of the FPCC total compensation programs:

- **Differentiation:** Salary differentiations reflect the scope and responsibilities of the positions and performance.
- **Performance:** Compensation programs support and promote a performance-based organizational culture.
- **Transparency:** Compensation programs are designed, managed and communicated in a manner that engages employees, ensures the program is understood by employees, and that protects their individual personal information.
- **Market:** Compensation programs are competitive with the market in order to ensure the attraction and retention of qualified and high-potential employees.
- **Accountable:** Compensation decisions use a process and rationale that are objective and demonstrate the appropriate expenditure of public funds.

## **Guidelines for Administration**

### **Market Comparators**

FPCC recognizes that a key component of an effective compensation philosophy is the need to maintain a meaningful degree of competitiveness with the relevant external labour market. Given the unique mandate of FPCC, the appropriate comparator market is defined as one that balances public sector equity and relativity with industry-specific comparability. In particular, FPCC has determined that its appropriate external labour market reference point consists of a composite of the public service, Crown corporations, Aboriginal and Not for Profit language, arts and culture organizations, and comparable private sector.

First Peoples’ Cultural Council

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Tracey Herbert, Chief Executive Officer	\$ 152,999	-	\$ 4,907	\$ 15,070	-	\$ 172,976		

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Tracey Herbert, Chief Executive Officer	-	-	-	-	-	-	-

Notes

Tracey Herbert, Chief Executive Officer	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
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