

2022 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, Assistant Deputy Ministers and Executive Leads.

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 at that time 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. In April 2021, Executive Salary Ranges were adjusted and any executive below the new salary range was brought up to the new minimum. The maximum of the executive salary range is \$311,300.14 for BC Public Service Deputy Ministers and \$362,700.23 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 reflected 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, impact 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;
- Relative performance in achieving work goals and objectives; and
- 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.

Due to concerns regarding the fiscal context as a result of the COVID-19 pandemic, Deputy Ministers voluntarily declined their performance pay in fiscal year 2019/2020. In addition, the Executive Compensation Guidelines were amended for the 2020/21 performance year to indicate there will be no increases or adjustments paid to executive-level employees for the 2020/21 performance year. This modification was made to reflect the direction from the Minister of Finance where all public sector organizations were directed to implement a compensation freeze for executives. The compensation freeze applies to all members of corporate executive for the 2020/21 performance year which means that performance-based increases were not granted in 2021.

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 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
Lori M Wanamaker, Deputy Minister to Premier & Cabinet Secretary	\$ 322,517	-	\$ 7,812	\$ 32,026	\$ 7,530	\$ 369,885	\$ 339,486	\$ 317,973
Stephen Brown, Deputy Minister	\$ 275,240	-	\$ 7,677	\$ 27,331	\$ 18,070	\$ 328,318	\$ 331,827	\$ 326,981
Richard Fyfe, Deputy Attorney General	\$ 245,748	-	\$ 7,167	\$ 24,431	\$ 205,945	\$ 483,291	\$ 352,204	\$ 341,516
Geoffrey Meggs, Chief of Staff	\$ 208,274	-	\$ 4,178	\$ 20,679	\$ 2,696	\$ 235,827	\$ 231,703	\$ 230,061
Shannon Salter, Deputy Attorney General	\$ 198,731	-	\$ 9,412	\$ 19,726	\$ 4,783	\$ 232,652		
Heather Wood, Deputy Minister	\$ 268,518	-	\$ 7,812	\$ 26,655	\$ 23,420	\$ 326,405	\$ 268,258	

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Lori M Wanamaker, Deputy Minister to Premier & Cabinet Secretary	\$ 7,530	-	\$ 623	-	\$ 6,907	-	-
Stephen Brown, Deputy Minister	\$ 18,070	-	\$ 11,163	-	\$ 6,907	-	-
Richard Fyfe, Deputy Attorney General	\$ 205,945	-	\$ 199,918	-	\$ 6,027	-	-
Geoffrey Meggs, Chief of Staff	\$ 2,696	-	\$ 2,696	-	-	-	-
Shannon Salter, Deputy Attorney General	\$ 4,783	-	\$ 3,875	-	\$ 908	-	-
Heather Wood, Deputy Minister	\$ 23,420	-	\$ 22,144	-	-	\$ 1,276	-

Notes

Lori M Wanamaker, Deputy Minister to Premier & Cabinet Secretary	General Note: Lori Wanamaker was appointed Deputy Minister to the Premier & Cabinet Secretary November 26, 2020 at an annual salary of \$325,000. Due to a partial reporting year in the previous disclosure, this is the first complete reporting cycle for this executive at their current salary level, resulting in an increase in salary paid relative to last year's disclosure. 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.
Stephen Brown, Deputy Minister	General Note: Stephen Brown was appointed Deputy Minister of Health effective June 10, 2013. He was reappointed Deputy Minister of Health November 26, 2020 at an annual salary of \$277,359. 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.
Richard Fyfe, Deputy Attorney General	General Note: Richard Fyfe was appointed Deputy Attorney General effective June 16, 2012. Richard Fyfe was reappointed Deputy Attorney General November 26, 2020 at an annual salary of \$283,815. 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. Richard Fyfe retired February 15, 2022. The vacation payout included: 32 days for 2020 vacation, 40 days for 2021 vacation, 40 days for 2022 vacation, and 71 days of prior vacation banks.
Geoffrey Meggs, Chief of Staff	General Note: Geoffrey Meggs was hired as Chief of Staff on July 18, 2017. Geoffrey Meggs was reappointed Chief of Staff November 26, 2020 at an annual salary of \$206,935. The position is not a member of the corporate executive and (as such) did not meet the criteria for inclusion in the executive compensation freeze. His salary is \$211,076 effective July 18, 2021.
Shannon Salter, Deputy Attorney General	General Note: Shannon Salter was appointed Deputy Attorney General effective February 15, 2022 at an annual salary of \$270,500.
Heather Wood, Deputy Minister	General Note: Heather Wood was appointed Deputy Minister of Finance effective November 26, 2020 at an annual salary of \$260,000. Heather Wood's salary was adjusted to \$270,500 effective April 1, 2021 to move her salary up to the minimum of the new salary range. 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. Perquisite/Other Allowance Note: Taxable benefit auto