



bcuc
British Columbia
Utilities Commission

Mark Jaccard
Chair and CEO

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Sent via LIGER

John Davison, President & CEO
PSEC Secretariat
Suite 210 - 880 Douglas Street Victoria, B.C. V8W 2B7

Re: British Columbia Utilities Commission – Attestation

Dear John Davison:

This letter is provided to confirm the compensation information uploaded to the Labour Information Gathering and Executive Reporting Program is accurate and the BCUC has remained within the approved compensation framework.

Sincerely,

Mark Jaccard
Chair and Chief Executive Officer



COMPENSATION DISCLOSURE

The BCUC is required to disclose compensation of its CEO and the next four highest ranking/paid executives with decision-making authority who earn an annualized base salary of \$125,000 or more over a fiscal year, pursuant to the Public Sector Employers Act, Section 14.8.

COMPENSATION DISCUSSION AND ANALYSIS

As a public sector organization, the BCUC designs and administers executive compensation within its approved compensation plan.

Matters before the BCUC are complex and diverse in nature, and require specialized, technical knowledge to provide economic, financial, and technical analysis in the review of regulatory applications and filings. The BCUC competes for talent with regulated entities in the energy environment, including private and public, as well as accounting, engineering, consulting, and other professional firms to hire and retain staff with the required knowledge, skills, and abilities in addition to regulatory expertise.

COMPENSATION PHILOSOPHY

The BCUC's compensation philosophy is to provide a total compensation program which will attract, recruit, and retain the necessary talent pool to assist in efficiently and effectively fulfilling its regulatory mandate.

Consistent with the broader public sector, the BCUC strives to provide total compensation equivalent to the median total compensation provided to relevant market comparators (i.e., regulatory tribunals, energy, utilities and more generally, the employment market).

The BCUC's compensation philosophy is grounded on four primary principles:

Principle 1 – Performance

Diverse factors are used to determine individual compensation. Performance is directly linked to performance targets and measured throughout the year and, for senior positions, an overall review of the division's performance. The BCUC supports and promotes a performance-based (merit) organizational culture and determines progression through approved salary ranges by analyzing employee performance relative to established annual performance plans and targets. Natural, year-over-year progression through an approved salary range is also considered. For senior (management) positions, compensation is contingent on both individual and division (team) performance.

Principle 2 – Accountability

The BCUC strives to provide total compensation equivalent to the median total compensation provided to comparable positions. External benchmarks allow the BCUC to make objective, clear and well-documented compensation decisions which demonstrate the appropriate expenditure of public accountability. While the knowledge gained from comparing and benchmarking compensation is valuable, this approach has been tempered by the current restrictions on government compensation.

Principle 3 – Differentiation

The BCUC strives to provide internally equitable compensation; the BCUC supports differentiation of salary where there are differences in the scope, responsibilities, and impact of the position within the organization.

Principle 4 – Transparency

In the interest of transparency, both internally and externally, the BCUC's compensation program is designed, managed, and communicated in a manner that ensures clear understanding.

BENEFITS

The BCUC provides the following benefits, life insurance, medical service plan, extended health and dental, health spending account, wellness program and long-term disability plans. Employees of the BCUC are also enrolled in the Public Service Pension Plan.

Further details regarding the BCUC are accessed on the BCUC's website www.bcuc.com.

BC Utilities Commission

Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Mark Jaccard, Chair and CEO	\$ 150,732	-	\$ 16,505	-	-	\$ 167,237		
David Morton, Chair and CEO	\$ 255,496	-	\$ 9,409	\$ 25,404	\$ 44,113	\$ 334,422	\$ 269,199	\$ 270,599
Yolanda Domingo, Chief Operating Officer	\$ 238,003	-	\$ 15,805	\$ 23,680	\$ 3,612	\$ 281,100	\$ 245,695	
Viki Vourlis, Executive Director, Corporate Services	\$ 217,716	-	\$ 13,230	\$ 21,663	\$ 9,334	\$ 261,943	\$ 245,286	\$ 222,165

Summary Other Compensation Table at 2024

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Mark Jaccard, Chair and CEO	-	-	-	-	-	-	-
David Morton, Chair and CEO	\$ 44,113	-	\$ 41,092	-	-	-	\$ 3,021
Yolanda Domingo, Chief Operating Officer	\$ 3,612	-	-	-	-	-	\$ 3,612
Viki Vourlis, Executive Director, Corporate Services	\$ 9,334	-	\$ 8,701	-	-	-	\$ 633

Notes

Mark Jaccard, Chair and CEO	General Note: Mark Jaccard was appointed as Chair and CEO September 14, 2023
David Morton, Chair and CEO	General Note: BCUC Chair & CEO compensation was previously subject to Treasury Board Directive 1/24, which governs remuneration of regulatory appointees. To align with compensation structures of other public sector organizations, a compensation structure for the Chair & CEO was approved in 2023. Transition to the new compensation structure resulted in a 22.4% salary increase effective April 1, 2023. Other Note: Parking (\$3,020.64)
Yolanda Domingo, Chief Operating Officer	General Note: <ul style="list-style-type: none">• The annualized base salary for executive was incorrectly reported to include the actual base salary in to 2022/23 Executive Compensation Disclosure. In 2022/23 the Annual Base Salary for executive was \$209,000.• For the 2023/24 performance year, the executive received an 10.55% performance-based salary, April 1, 2023 .The range for the COO position had been under implemented for a number of years while the BCUC was working to have the compensation framework reviewed.• As a result of the new approved compensation structure, the COO salary increased by 8.35%, effective November 6, 2023. Other Note: Wellness (\$487.13) and Parking (\$3,124.80)
Viki Vourlis, Executive Director, Corporate Services	General Note: The annualized base salary for executive was incorrectly reported to include the actual base salary in to 2022/23 Executive Compensation Disclosure. In 2022/23 the Annual Base Salary for executive was \$200,188. <ul style="list-style-type: none">• For the 2023/24 performance year, the executive received an 10.55% performance-based salary, April 1, 2023 .The range for the Executive Director position had been under implemented for a number of years while the BCUC was working to have the compensation framework reviewed.• As a result of the new approved compensation structure, the Executive salary increased by 6.22%, effective November 6, 2023. Other Note: Air Quality Incentive (\$133.33) and Wellness (\$500 max)