

2024 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 April 2023, 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 was \$339,100 for BC Public Service Deputy Ministers and \$396,000 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. In 2023 executives were provided with performance-based compensation adjustments between 6.75% and 8.75%.

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 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
Stephen Brown, Deputy Minister	\$ 323,700	-	\$ 8,163	\$ 31,884	\$ 11,959	\$ 375,706	\$ 358,497	\$ 328,318
Barbara Carmichael, Deputy Attorney General	\$ 298,041	-	\$ 8,179	\$ 29,357	\$ 14,541	\$ 350,118	\$ 289,446	
Shannon Salter, Deputy Minister to the Premier	\$ 345,713	-	\$ 9,735	\$ 34,053	\$ 11,959	\$ 401,460	\$ 353,431	\$ 232,652
Matthew Graham Smith, Chief of Staff	\$ 229,841	-	\$ 9,864	\$ 22,639	\$ 1,497	\$ 263,841	\$ 96,045	
Heather Wood, Deputy Minister	\$ 314,423	-	\$ 8,298	\$ 30,971	\$ 15,459	\$ 369,151	\$ 340,124	\$ 326,405

Summary Other Compensation Table at 2024

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Stephen Brown, Deputy Minister	\$ 11,959	-	-	-	\$ 11,959	-	-
Barbara Carmichael, Deputy Attorney General	\$ 14,541	-	\$ 11,264	-	\$ 3,220	-	\$ 57
Shannon Salter, Deputy Minister to the Premier	\$ 11,959	-	-	-	\$ 11,959	-	-
Matthew Graham Smith, Chief of Staff	\$ 1,497	-	\$ 1,497	-	-	-	-
Heather Wood, Deputy Minister	\$ 15,459	-	-	-	\$ 11,959	-	\$ 3,500

Notes

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 April 1, 2022 at an annual salary of \$298,178. Stephen Brown received a 0.71% salary increase to \$300,300, effective April 1, 2023, to bring his salary to the range minimum. Stephen received a 6.75% performance-based salary increase to \$320,570, effective July 1, 2023. Stephen Brown received a retroactive 5% salary increase to \$336,599, effective September 1, 2023. A retroactive salary payment of \$10,813.26 was paid in fiscal 2024/25.
Barbara Carmichael, Deputy Attorney General	General Note: Barbara Carmichael was appointed Deputy Attorney General on October 31, 2022 at an annual salary of \$254,415. She was reappointed Deputy Attorney General on April 12, 2023 at an annual salary of \$300,300. Barbara Carmichael received a retroactive 12.92% salary increase to \$339,100, effective November 27, 2023. A retroactive salary payment of \$14,128.40 was paid in fiscal 2024/25. Other Note: Taxable benefit auto
Shannon Salter, Deputy Minister to the Premier	General Note: Shannon Salter was appointed Deputy Attorney General effective February 15, 2022 at an annual salary of \$270,500. Shannon Salter was appointed Deputy Minister to the Premier & Cabinet Secretary November 18, 2022 at an annual salary of \$325,000. Shannon received a 6.75% range adjustment salary increase to \$346,900, effective April 1, 2023.
Matthew Graham Smith, Chief of Staff	General Note: Matthew Graham Smith was hired as the Chief of Staff with an annual salary of \$219,517 effective November 18, 2022. Matthew received a 6.75% performance-based salary increase to \$234,335, effective July 1, 2023.
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 \$292,552 effective April 1, 2022. Heather received a 2.65% salary increase to \$300,300, effective April 1, 2023, to bring her salary to the range minimum. Heather received a 6.75% performance-based increase to \$320,570, effective July 1, 2023. Other Note: Taxable benefit auto