BC Family Maintenance Agency

May 16, 2026

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

Dear Mr. Davison,

Re: Public Sector Executive Compensation Disclosure - 2025/26 Statement of Executive Compensation for the British Columbia Family Maintenance Agency

The 2025/26 compensation information for the BC Family Maintenance Agency (BCFMA) has been entered in the Executive Compensation Disclosure module of the Labour Information Gathering and Executive Reporting (LIGER) system as set out in the *Public Sector Employers Act*.

Included in our reporting is a detailed breakdown of all compensation provided to the Chief Executive Officer and the four highest paid decision makers of the Agency, as of the fiscal year ended March 31, 2026. They include Joanne Hanson, Chief Executive Officer; Angela Accettura, Vice-President, Legal Services; Siong Chan, Chief Information Officer; Colin Millar, Vice-President, Operations; and Li Wen, Chief Financial Officer.

The PSEC-approved BCFMA Executive Compensation Governance Framework has been uploaded into the LIGER system.

As Chair of the BCFMA Board of Directors, I confirm that the Board is aware of the executive compensation paid in fiscal year 2025/26 and verify that the compensation provided falls within approved compensation plans. If you have any questions regarding this statement, please contact Joanne Hanson, Chief Executive Officer, BCFMA.

Yours truly,

Richard J.M. Fyfe, KC
Chair, Board of Directors, BCFMA

cc: Johanne Blenkin, Board Director, BCFMA
Victoria Chan, Board Director, BCFMA
Bikram Gill, Board Director, BCFMA
Tracy Porteous, Board Director, BCFMA
Lisa Pryce, Board Director, BCFMA
David Wells, Board Director, BCFMA
Joanne Hanson, Chief Executive Officer, BCFMA

BCFMA

British Columbia Family Maintenance Agency
Executive Compensation Governance Framework
May 2026

Background/Purpose

BCFMA puts people first by providing a free service that is available to all British Columbia families who are eligible to receive or pay family support. BCFMA has been delegated authority to monitor child and spousal support orders and agreements from the Director of Maintenance Enforcement under the *Family Maintenance Enforcement Act*. The services and supports offered by the Agency strengthen families so that they may achieve their full potential and secure the best possible future for their children. BCFMA facilitates over $210 million in support payments annually, which produces better economic circumstances and contributes to the financial stability and security of children and families across the province.

Organizational activities align with government's priorities and strategic direction as identified in the BCFMA Mandate Letter and the Ministry of Attorney General Mandate Letter. BCFMA supports government's foundational principles through our commitment to promote equity, anti-racism, and multiculturalism, to address social and health issues such as poverty, intimate partner violence and mental health, and to provide services that assist our clients with accessing justice services. BCFMA is committed to lasting and meaningful reconciliation as demonstrated through First Nations-specific community recognition, outreach, and relationship building. Through partnerships with federal, provincial and community organizations, and by applying a provincial model, BCFMA is better able to support B.C.'s historically, persistently or systemically marginalized populations and to support the province in meeting TogetherBC targets.

Families affected by separation or divorce benefit from harmonized services at both community and provincial levels. BCFMA strives for outcomes that support healthy communities in British Columbia, including social, economic, and environmental well-being. BCFMA's Strategic Business Plan Overview provides clarity and understanding of the Agency's principles, goals, and overall business direction. BCFMA's vision is to be a leading family maintenance organization by providing a diverse range of supports and services to ensure healthy and thriving families. BCFMA's mission is to provide the highest quality client-centric service, helping families achieve their best outcomes and future for their children. A balanced approach to family support services within the justice and social services environments ensures constant communication and collaboration with all clients to achieve the best outcomes for children and families.

Executive Compensation Philosophy
The BCFMA executive compensation philosophy has been created to comply with the core principles established by the Public Sector Employers' Council Secretariat (PSEC) in their compensation and expense framework guidelines.

The executive compensation philosophy is aligned with the strategic plan and corporate culture of the Crown agency and is instrumental in supporting the achievement of corporate goals and objectives. The philosophy is a fundamental tool that provides a basis for performance management, staffing initiatives, budget allocations, strategic human resource practices and related business operations.

The executive compensation philosophy is intended to maintain consistency and transparency in salary assignments both internally and sectorally. The executive compensation philosophy supports both the business objectives of the BCFMA and the appropriate expenditure of public funds. The philosophy is intended to position the Crown agency as pay competitive, but not as a pay leader.

Application of the Core Principles
The executive compensation philosophy embodies the following four core principles:

1. **Performance** – Compensation supports and promotes a performance-based (merit) organizational culture.

BCFMA executives must meet or exceed their deliverables while supporting corporate expectations for leadership, integrity, teamwork, and related competencies to be eligible for a compensatory increase. Performance is recognized through potential increases in the employee's respective salary range subject to pay guidelines. Performance increments are distinct from cost-of-living adjustments that may be periodically applied.

2. **Differentiation** – Differentiation of salary is supported where there are differences in the scope of the position within an organization, and/or due to superior individual team contributions.

The executive classification plan is the primary determinant of relative scope within the organization and the determinant of the appropriate pay level salary range. Differentiation is assessed through significant incremental job responsibilities. Superior individual team contributions are differentiated through salary range allocation.

3. **Accountability** – Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

Compensation decisions are based on approved pay guidelines that are subject to public disclosure. Executive leaders that make compensation decisions are expected to accept responsibility for the decisions.

4. **Transparency** – Executive compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by BCFMA executives and the public while protecting individual personal information.

A defensible and compliant rationale for placement at a salary level and allocation on the corresponding salary range is available to executives. Total compensation for executive and senior employees is subject to public disclosure. The framework for salary assignment and salary progression must be logical and comprehensible.

Compensation Philosophy Objectives
The following core principles provide a framework for BCFMA to meet its strategic and operational objectives:

- Attract, retain, and motivate employees with the requisite competencies.
- Recognize employees that exceed prescribed performance standards.
- Support internal equity and relativity.
- Compliance with PSEC guidelines.
- Flexibility to adapt to a competitive market for talent.

Comparator Organizations
The executive salary ranges for BCFMA are established through benchmarking with other organizations. The primary comparator organizations in value-weighted order are:

1. BC public service as defined by core government.
2. Public sector Crown organizations with a compliance role as a component of their mandate. The organizations may include, but are not limited to:
    - BC Financial Services Authority
    - Oil and Gas Commission
    - BC Assessment Authority
    - Industry Training Authority
    - Community Living BC
3. Municipal and/or regional government where there is evidence of direct competition for the same employee skill sets.

Where documented cases of significant recruitment and retention challenges are prevalent, comparator organizations may be extended to other provincial jurisdictions and/or the private sector within the geographical area, subject to PSEC approval.

Comparators with other organizations consider total compensation inclusive of such components as base salary; vacation and leave provisions; pension; and health and welfare benefits.

Executive Salary Ranges

All BCFMA position compensation ranges are developed through benchmarking with other organizations and as per consultation with PSEC. Overall, compared to similar jobs in comparator organizations, the long-term corporate objective is for BCFMA to rank in the 40th to 60th percentile for all organizational positions.

The BCFMA executive salary range (not including the Chief Executive Officer), as established through the BCFMA Compensation and Classification Plan benchmarking exercise, was updated on February 25, 2026, to between $163,293 and $215,780, due to an increase to salary ranges (retroactive to April 1, 2025). Employers in the Crown corporation sector were provided with the authority to 'age' salary ranges below the executive level by 2.5%, and executive salary ranges by 2%. The maximum salary is deemed to be a competitive market rate for the work performed.

BC Family Maintenance Agency

Summary Compensation Table at 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Previous Two Years Totals Total Compensation	
							2024/2025	2023/2024
Joanne Hanson, Chief Executive Officer	$ 219,925	-	$ 11,096	$ 21,663	$ 18,186	$ 270,870	$ 268,137	$ 259,268
Angela Accettura, Vice-President, Legal Services	$ 189,869	-	$ 11,216	$ 18,702	$ 8,018	$ 227,805	$ 176,595	$ 213,036
Siong H Chan, Chief Information Officer	$ 182,961	-	$ 21,272	$ 18,022	$ 1,730	$ 223,985	$ 219,758	$ 215,729
Colin Millar, Vice-President, Operations	$ 166,494	-	$ 20,061	$ 16,400	$ 6,634	$ 209,589	$ 204,155	$ 205,200
Li Wen, Chief Financial Officer	$ 164,965	-	$ 21,144	$ 16,249	$ 5,925	$ 208,283	$ 200,985	$ 198,437

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Joanne Hanson, Chief Executive Officer	$ 18,186	-	$ 18,186	-	-	-	-
Angela Accettura, Vice-President, Legal Services	$ 8,018	-	$ 6,717	-	-	-	$ 1,301
Siong H Chan, Chief Information Officer	$ 1,730	-	-	-	-	-	$ 1,730
Colin Millar, Vice-President, Operations	$ 6,634	-	$ 6,634	-	-	-	-
Li Wen, Chief Financial Officer	$ 5,925	-	$ 5,056	-	-	-	$ 869

Notes

Joanne Hanson, Chief Executive Officer	**General Note:** Joanne Hanson is on secondment form the Public Service Agency. Joanne Hanson received a 2% increase for the 2024/25 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure.
Angela Accettura, Vice-President, Legal Services	**General Note:** Angela Accettura's employment ended on March 23, 2026, and she received salary continuance of $4,270 from March 24, 2026, to March 31, 2026. **Other Note:** Includes value of parking provided (included in building lease) - taxable benefit.
Siong H Chan, Chief Information Officer	**General Note:** Siong Chan received a 2% increase for the 2024/25 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure. **Other Note:** Includes value of parking provided (included in building lease) - taxable benefit.
Colin Millar, Vice-President, Operations	**General Note:** Colin Millar received a 2% increase for the 2024/25 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure.
Li Wen, Chief Financial Officer	**General Note:** Li Wen received a 2% increase for the 2024/25 performance year; however, due to delayed implementation, the increase was paid during fiscal 2026/27 and will be reported in the 2026/27 disclosure. **Other Note:** Includes value of a transit pass - taxable benefit.