



## **STATEMENT OF EXECUTIVE COMPENSATION – 2009/10**

### **EXECUTIVE COMPENSATION PHILOSOPHY**

#### **OBJECTIVES**

- Establish market appropriate compensation for the Commissioner (CEO) and all Named Executive Officers (NEOs) in order to recruit and retain talented leadership.
- Ensure that yearly merit increases reflect the individual, divisional and organizational performance of the individual Executive Team members.
- Ongoing review of the Executive Compensation Plan reflects changes within the labour market.

#### **PRINCIPLES**

- The Board (HR and Governance Committee) provides oversight and approves the Executive Compensation Plan. The Executive Compensation plan has been approved by the Public Sector Employer's Council (PSEC).
- The Board (HR and Governance Committee) determines the salary for the Commissioner (CEO) based upon the Executive Compensation Plan approved by the PSEC.
- The Commissioner (CEO) determines the salary for all NEOs based upon the framework approved by PSEC.
- Executive Officers do not receive any incentives or bonuses, total compensation includes base salary and benefits.

## 2009/10 COMPENSATION DISCLOSURE

<b>Name and Principal Position</b>	<b>Salary (\$)</b>	<b>Bonus (\$)<sup>i</sup></b>	<b>Incentive Plan Compensation Paid (\$)<sup>ii</sup></b>	<b>Pension (\$)</b>	<b>All Other Compensation (\$)<sup>iii</sup></b>	<b>Total (\$)</b>	<b>Previous 2 Years Totals<sup>iv</sup></b>
<b>Alex Ferguson, Commissioner</b>	<b>\$167,058.58</b>			<b>\$16,495.54</b>	<b>\$39,565.38</b>	<b>\$206,623.96</b>	<b>\$160,939.18</b>
<b>Greg Lever, Deputy Commissioner, Engineering (Chief Engineer)<sup>v</sup></b>	<b>\$94,424.14</b>			<b>\$9,652.02</b>	<b>\$8,090.14</b>	<b>\$102,514.28</b>	<b>\$157,624.29</b>
<b>Paul Jeakins, Deputy Commissioner, Regulatory Affairs and Consultation</b>	<b>\$154,306.10</b>			<b>\$15,168.12</b>	<b>\$13,157.61</b>	<b>\$167,463.71</b>	<b>\$151,556.60</b>
<b>Randall Smith, Corporate Services Leader (EFO)</b>	<b>\$154,751.20</b>			<b>\$15,129.94</b>	<b>\$21,294.29</b>	<b>\$176,045.49</b>	<b>\$143,656.50</b>
<b>Steve Simons, Corporate and Government Affairs Leader</b>	<b>\$136,877.00</b>			<b>\$13,376.68</b>	<b>\$23,581.31</b>	<b>\$160,458.31</b>	<b>\$134,216.50</b>
<b>James O'Hanley, Deputy Commissioner Project Assessment &amp; Compliance Assurance</b>	<b>\$149,486.74</b>			<b>\$15,133.78</b>	<b>\$14,824.04</b>	<b>\$164,310.78</b>	<b>\$86,817.30</b>
<b>Kenneth Paulson, Deputy Commissioner, Engineering (Chief Engineer)<sup>vi</sup></b>	<b>\$113,456.43</b>			<b>\$10,324.91</b>	<b>\$11,307.58</b>	<b>\$124,764.01</b>	<b>\$0.00</b>

<sup>i</sup> The OGC does not have a Bonus plan associated with any positions.

<sup>ii</sup> The OGC does not have an Incentive plan associated with any positions.

<sup>iii</sup> Amounts in All Other Compensation include Employer Canada Pension Plan, Employment Insurance and WorkSafeBC premiums; Life Insurance premiums paid by the employer; Long Term Disability premiums paid by the employer; BC Medical Services Plan premiums; Retro Pay; Relocations Allowance; Location Allowance; Car Allowance; Health and Wellness; Computer Grant; and Parking Fees paid by the employer. Additional payments made to, or on behalf of individual employees are noted as applicable.

<sup>iv</sup> The requirement for reporting previous years will begin in 2009.

<sup>v</sup> Greg Lever, Operations Leader, Engineering (Chief Engineer) retired on October 31, 2009.

<sup>vi</sup> Ken Paulson was appointed to the position of Operations Leader, Engineering (Chief Engineer) effective July 13, 2009.