



**Legal
Services
Society**

Providing legal aid
in British Columbia
since 1979

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Executive Office

May 31, 2010

Christina Zacharuk
Executive Director
Public Sector Employers' Council Secretariat
Suite 210-880 Douglas Street
Victoria, BC V8W 9V1

Dear Christina:

**Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33
2009/2010 Statement of Executive Compensation for Legal Services Society**

As requested please find attached a completed copy of the 2009/2010 statement of Executive Compensation for the Legal Services Society of B.C. as set out in the Public Section Employers Act.

Included in this report is a detailed breakdown of all compensation provided to the CEO/Executive Director and the four highest ranking/paid Named Executive Officers "NEOs" of the Society. They include Mark Benton, CEO/Executive Director; Harold Clark, Director, Strategic Planning, Policy and Human Resources; Catherine McNeil, Director, Finance & Corporate Services; Sherry MacLennan, Director, Public Legal Information & Applications; and Heidi Mason, Director, Legal Advice & Representation.

Included is an explanation of the Legal Services Society executive compensation discussion, analysis and philosophy and the Compensation Table detailing the CEO/Executive Director and "NEO" compensation as outlined in the Public Sector Executive Compensation Reporting Guidelines.

As the Chair for LSS Board of Directors, I confirm that the Board is aware of the executive compensation paid in fiscal year 2009/2010 and verify that the compensation provided falls within approved compensation plans.

If you have any questions regarding this statement, please contact Harold Clark, Director, Strategic Planning, Policy and Human Resources at 604-601-6025 for clarification on any of the information provided.

Yours truly,

D. Mayland McKimm, QC
Chair- LSS Board of Directors

cc: Mark Benton, QC, CEO/Executive Director
Harold V.J. Clark, CHRP, Director, Strategic Planning, Policy and Human Resources

EXECUTIVE COMPENSATION DISCUSSION & ANALYSIS

Compensation is an important tool used by the Legal Services Society (“LSS”) to attract, motivate and retain executives with the requisite skills, experience and commitment necessary to achieve the organization’s goals and objectives. The types and amounts of executive compensation provided are determined by the Board of Directors, with oversight provided by the Crown Corporation Employers’ Association and the Public Sector Employers’ Council Secretariat. Independent compensation consultants are retained from time-to-time to assist in the collection and analysis of market comparison information on executive compensation and provide other consulting services as required regarding executive compensation.

LSS’ executive compensation program is based on three fairness criteria, including external equity, internal equity and individual equity. External equity is achieved through the organization’s compensation philosophy of providing total compensation equal to the 60th percentile of total compensation provided to comparable positions by relevant comparison organizations. Total compensation includes base salary, incentive or other cash payments, perquisites, retirement and other benefits and all forms of paid time off.

Internal equity is maintained by ensuring that the salary ranges are consistent with the relative internal value of each LSS position. Internal values are determined by an ongoing analysis of the responsibilities and accountabilities of positions using LSS’ point factor job evaluation program, which is administered by the Executive Compensation Committee. The Executive Management Committee positions are evaluated externally by independent compensation consultants using the same point factor job evaluation program.

Individual equity is achieved by ensuring that salary progression within the respective salary range reflects increasing levels of competence and individual performance. It is LSS’ belief that an executive’s contribution and value increases as his or her tenure in the position increases and he or she demonstrates strong job performance.

Opportunities exist for Management staff to receive bonuses based on available funds. When funds are available, bonuses are awarded to exempt staff as determined by the CEO/Executive Director. The amount paid is based on individual performance and achievement of Corporate, Divisional and Service Plan responsibilities, accountabilities and overall contribution to the Society.

The CEO/Executive Director is eligible for an annual incentive payment. The amount of the incentive award is determined by the Board of Directors’ assessment of the CEO/Executive Director’s achievement of the performance objectives established for him at the beginning of the fiscal year.

The CEO/Executive Director is provided with a defined contribution retirement arrangement wherein LSS provides an amount equal to 8.42% of the CEO/Executive Director’s salary for contribution to his RRSP. The remaining LSS executives participate in the Municipal Pension Plan.

All exempt Management staff are provided a competitive range of standard public sector benefit entitlements such as Extended Health, Medical, Dental, Vacation and Sick Plan etc.

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COMPENSATION TABLE - Fiscal Year
2009/2010

Name and Principal Position	Salary	Bonus *	Incentive Plan Compensation Paid	Pension	All Other Compensation	Total	Previous 2 Years Totals
(a)	(\$) (b)	(\$) (c)	(\$) (d)	(\$) (e)	(\$) (f)	(\$) (g)	(h)
Mark Benton, Executive Director	\$188,228			\$15,821	\$29,949	\$233,998	2008/09=236,949 2007/08=240,654
Harold Clark, Director – Strategic Planning, Policy & Human Resources	\$150,204			\$12,625	\$24,349	\$187,178	2008/09=186,301 2007/08=176,189
Catherine McNeil, Director – Finance & Corporate Services	\$136,169			\$11,445	\$19,430	\$167,044	2008/09=167,989 2007/08=153,139
Heidi Mason, Director – Public Legal Advice & Representation	\$149,704			\$12,583	\$18,548	\$180,835	2008/09=182,107 2007/08=164,213
Sherry MacLennan, Director – Public Legal Information & Applications	\$126,380			\$10,623	\$18,124	\$155,127	2008/09=138,041 2007/08= N/A

Note: See next page for breakdown.

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*M. Benton column (f) includes \$4,600.17 vacation paid out
 column (f) includes \$3,345.35 statutory employer contributions
 column (f) includes \$10,072.31 in employer pd benefit premiums
 column (f) includes \$7,226.67 car allowance payment
 column (f) includes \$4,704 for parking
 benefit

*H. Clark column (f) includes \$8,020.99 vacation paid out
 column (f) includes \$3,582.60 statutory employer contributions
 column (f) includes \$7,840.95 in employer pd benefit premiums
 column (f) includes \$4,704 for parking
 benefit
 column (f) includes \$200.00 for wellness benefit

*C. McNeil column (f) includes \$380.65 vacation paid
 out
 column (f) includes \$3,739.45 statutory employer contributions
 column (f) includes \$10,072.31 in employer pd benefit premiums
 column (f) includes \$4,704 for parking
 benefit
 column (f) includes \$534 for wellness
 benefit

*H. Mason column (f) includes \$3,807.39 statutory employer contributions
 column (f) includes \$10,036.59 in employer pd benefit premiums
 column (f) includes \$4,704 for parking
 benefit

*S. MacLennan column (f) includes \$3,771.80 statutory employer contributions
 column (f) includes \$9,648.37 in employer pd benefit premiums
 column (f) includes \$4,704 for parking
 benefit

* **Note** - When the Society has sufficient funds, bonuses are awarded to exempt staff.