

## **STATEMENT OF EXECUTIVE COMPENSATION 2016/17**

### **Excluded Compensation Philosophy**

#### **Objectives**

- At Public Sectors Employers' Council's (PSEC) request the Commission's Excluded Compensation Philosophy (ECP) was refreshed and approved by PSEC in 2015. The philosophy is unchanged for 2016 and 2017.
- The Board of Directors provided development oversight and approval of the Commission's ECP, prior to PSEC's approval.
- The Board Chair approved(s) the Commissioner, CEO's salary.
- The CEO determines the salary for all Named Executive Officers (NEOs) based upon the Commission's ECP.
- NEOs do not receive any incentives or bonuses; total compensation includes base salary and benefits.
- The Commission is in compliance with the excluded and executive compensation policy guidelines for public sector Crown Corporations.

#### **Excluded Compensation Philosophy Core Principles**

##### **Performance**

- Ensure corporate mandate of regulatory compliance is achieved
- Ensure fairness to the employer who recruits and retains required staff to achieve mandate
- Align employees with the Commission's strategic objectives by ensuring that annual merit increases reflect individual, divisional, and organizational performance
- Implement fair and consistent annual performance management practices

##### **Differentiation**

- Ensure fair, equitable, flexible, and competitive compensation is applied
- Recognize special individual and team accomplishments
- Balance internal equity with external competitiveness
- Ensure financial sustainability by being fair to the employee who performs the job

##### **Accountability**

- Ensure Board of Director's governance for the CEO compensation is consistent with Government mandate
- Maintain affordability and alignment with the Taxpayer Accountability Principles
- Establish market appropriate benchmark comparisons to determine most appropriate compensation to support the recruitment and retention of talented leadership
- Apply role assignment and classification consistent with the BC Oil and Gas Commission's Management Classification and Compensation Framework (MCCF)

##### **Transparency**

- Communicate and publish the excluded compensation philosophy and all updates internally as well as externally as mandated by legislation
- Develop and implement fair, just, consistent, and easy to implement staffing practices
- Report to PSEC the terms and conditions of employment for employees who have a base salary over \$125K
- Report publically as requested and in accordance with the Financial Information Act (FIA) all employees who earn a base salary over \$75K.

**Oil and Gas Commission**

**Summary Compensation Table at 2017**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2016/2017 Total Compensation	Previous Two Years Totals Total Compensation	
							2015/2016	2014/2015
Paul W Jeakins, Commissioner, Chief Executive Officer	\$ 197,305	-	\$ 6,924	\$ 21,193	\$ 1,200	\$ 226,622	\$ 230,705	\$ 234,011
Len Dawes, Executive Vice President, Chief Financial Officer	\$ 118,393	-	\$ 9,196	\$ 11,820	\$ 1,479	\$ 140,888		
Mayka Kennedy, Executive Vice President, Chief Engineer	\$ 156,492	-	\$ 7,105	\$ 16,621	\$ 9,917	\$ 190,135		
Kenneth F Paulson, Executive Vice President, Chief Operating Officer	\$ 167,492	-	\$ 5,124	\$ 17,887	\$ 7,208	\$ 197,711	\$ 187,762	\$ 189,013
Trevor P Swan, Executive Vice President, Chief Legal & Regulatory Officer	\$ 167,482	-	\$ 6,874	\$ 17,887	\$ 1,200	\$ 193,443	\$ 195,632	\$ 194,417
Gordon Griffiths, Executive Vice President, Chief Financial Officer	\$ 77,216	-	\$ 2,411	\$ 9,214	\$ 125,882	\$ 214,723		

**Summary Other Compensation Table at 2017**

<b>Name And Position</b>	<b>All Other Compensation</b>	<b>Severance</b>	<b>Vacation payout</b>	<b>Leave payout</b>	<b>Vehicle / Transportation Allowance</b>	<b>Perquisites / other Allowances</b>	<b>Other</b>
Paul W Jeakins, Commissioner, Chief Executive Officer	\$ 1,200	-	-	-	-	-	\$ 1,200
Len Dawes, Executive Vice President, Chief Financial Officer	\$ 1,479	-	-	\$ 1,479	-	-	-
Mayka Kennedy, Executive Vice President, Chief Engineer	\$ 9,917	-	-	\$ 2,874	\$ 7,043	-	-
Kenneth F Paulson, Executive Vice President, Chief Operating Officer	\$ 7,208	-	-	\$ 6,008	-	-	\$ 1,200
Trevor P Swan, Executive Vice President, Chief Legal & Regulatory Officer	\$ 1,200	-	-	-	-	-	\$ 1,200
Gordon Griffiths, Executive Vice President, Chief Financial Officer	\$ 125,882	\$ 120,938	\$ 4,311	\$ 183	-	-	\$ 450

**Notes**

Paul W Jeakins, Commissioner, Chief Executive Officer	<b>Other Note:</b> Employer paid parking
Len Dawes, Executive Vice President, Chief Financial Officer	<b>General Note:</b> Start date 11 July 2017
Mayka Kennedy, Executive Vice President, Chief Engineer	<b>General Note:</b> Paid leave includes time for recognition as Incident Commander.
Kenneth F Paulson, Executive Vice President, Chief Operating Officer	<b>General Note:</b> Paid leave includes time for recognition as Incident Commander. <b>Other Note:</b> Employer paid parking.
Trevor P Swan, Executive Vice President, Chief Legal & Regulatory Officer	<b>Other Note:</b> Employer paid parking
Gordon Griffiths, Executive Vice President, Chief Financial Officer	<b>General Note:</b> Termination - severance settlement with salary continuance through to 8 November 2016 and a lump sum was paid out for remainder of severance package 19 January 2017. <b>Other Note:</b> Employer paid parking