

---

## **STATEMENT OF EXECUTIVE COMPENSATION 2017/18**

### **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, 2017 and 2018.
- 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.

BC Oil and Gas Commission

Summary Compensation Table for 2017/2018

Name and Position	Salary	Holdback/ Bonus/ Incentive Plan Compensation	Benefits	Pension	Other Compensation (expanded below)	2017/2018 Total Compensation	2016/2017	2015/2016
Paul W Jeakins, Commissioner, Chief Executive Officer	\$201,328		\$6,249	\$21,176	\$1,200	\$229,953	\$226,622	\$230,705
Len Dawes, Executive Vice President, Chief Financial Officer	\$173,782		\$5,976	\$18,165		\$197,923	\$140,888	
Mayka Kennedy, Executive Vice President, Chief Engineer	\$172,168		\$5,969	\$17,988	\$9,971	\$206,097	\$190,135	
Kenneth F Paulson, Executive Vice President, Chief Operating Officer	\$172,985		\$5,473	\$18,078	\$4,120	\$200,656	\$197,711	\$187,762
Trevor P Swan, Executive Vice President, Chief Legal & Regulatory Officer	\$172,985		\$5,473	\$18,078	\$7,940	\$204,476	\$193,443	\$195,632

Summary Other Compensation for 2017/2018

Name and Position	Total of Other Compensation	Vacation Payout	Leave Payout	Notes	Employer Paid Parking
Paul W Jeakins, Commissioner, Chief Executive Officer	\$1,200				\$1,200
Len Dawes, Executive Vice President, Chief Financial Officer					
Mayka Kennedy, Executive Vice President, Chief Engineer	\$9,971	\$7,174	\$2,798	Paid leave includes time recognized as Incident Commander	
Kenneth F Paulson, Executive Vice President, Chief Operating Officer	\$4,120		\$2,919	Paid leave includes time recognized as Incident Commander	\$1,200
Trevor P Swan, Executive Vice President, Chief Legal & Regulatory Officer	\$7,940	\$6,740			\$1,200