

May 14, 2021

John Davison, President & CEO  
PSEC Secretariat  
Suite 210 – 880 Douglas Street  
Victoria, British Columbia  
V8W 2B7

Dear John,

**Public Sector Executive Compensation Disclosure - 2020/21 Statement of Executive Compensation for the British Columbia Family Maintenance Agency**

The 2020/21 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, 2021. They include Chris Beresford, CEO (until March 23); Joanne Hanson, CEO (as of March 23); Angela Accettura, Director, Legal Services; Siong Chan, Chief Information Officer; Dave Boychuk, Chief Financial Officer; and Jelena Vukmirica, Vice-President, Human Resources.

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 2020/21 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.

Sincerely,



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

cc: Kevin Jardine, Board Director, BCFMA  
Joanne Hanson, Chief Executive Officer, BCFMA

## British Columbia Family Maintenance Agency Executive Compensation Governance Framework May 2021

### Background/Purpose

The British Columbia Family Maintenance Agency (BCFMA) works with the Ministry of Attorney General, affected ministries and relevant stakeholders to provide justice services and improve outcomes for families that experience separation and divorce. The BCFMA is responsible for the Family Maintenance Enforcement Program (FMEP), which is delivered under the *Family Maintenance Enforcement Act (FMEA)*. The *FMEA* provides the authority for the Agency to monitor, facilitate and enforce maintenance orders and agreements, ensuring that families receive the financial support that they are entitled to under provincial and federal law.

The BCFMA and the Ministry of Attorney General continuously look for opportunities to strengthen the delivery of family maintenance services in British Columbia. The Board of Directors provides strategic direction, policy leadership, and performance monitoring. All BCFMA operational matters are the responsibility of the Chief Executive Officer. The BCFMA is comprised of both union and exempt employees.

### 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 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 compensation philosophy is intended to maintain consistency and transparency in salary assignments both internally and sectorally. The 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 compensation philosophy embodies the following four core principles:

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

Management employees 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 on 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 management 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** – Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees 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 employees. 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.

## Strategic/Operational Compensation Objectives

The core principles provide a framework for the BCFMA to meet its strategic and operational objectives:

- Support the recruitment of diverse, qualified and competent talent.
- Provide for the retention and development of individuals that are critical to the success of the Crown agency.
- Recognize equity, differentiation among roles, and compensation transparency.
- Provide incentives that are correlated to performance.

## Comparator 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
  - Real Estate Council of BC
  - WorkSafeBC
  - 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.
4. 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.

The compensation philosophy is a variable in employee engagement that supports recruitment and retention in conjunction with corporate values and the overall work environment.

## **Executive Salary Ranges**

Executive position compensation ranges were 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 to rank in the 40<sup>th</sup> to 60<sup>th</sup> percentile for all positions. The BCFMA executive salary range (not including CEO) established through the BCFMA Compensation and Classification Plan benchmarking exercise is from \$140,000 to \$185,000. For Vice-Presidents and equivalents, maximums for each salary range may be aged, equivalent to percentages negotiated with those of unionized employees under the 2019 Sustainable Services Negotiating Mandate, as of April 2021. The maximum salary is deemed to be a competitive market rate for the work performed. Cumulative increases of >10% per calendar year require PSEC Secretariat approval.

**BC Family Maintenance Agency**

**Summary Compensation Table at 2021**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Christopher Beresford, Chief Executive Officer	\$ 139,609	-	\$ 8,622	\$ 630	-	\$ 148,861	\$ 171,421	
Joanne Hanson, Chief Executive Officer	\$ 11,950	-	\$ 1,246	\$ 1,168	\$ 20	\$ 14,384		
Angela Accettura, Director of Legal Services	\$ 166,620	-	\$ 11,733	\$ 16,412	\$ 156	\$ 194,921	\$ 205,443	
David Boychuk, Chief Financial Officer	\$ 125,114	-	\$ 8,119	\$ 12,323	\$ 4,849	\$ 150,405		
Siong H Chan, Chief Information Officer	\$ 86,667	-	\$ 11,229	\$ 8,656	\$ 85	\$ 106,637		
Colin Millar, Vice-President, Operations	\$ 134,750	-	\$ 14,151	\$ 13,272	-	\$ 162,173		
Jelena Vukmirica, Vice President, Human Resources	\$ 129,125	-	\$ 12,883	\$ 12,653	-	\$ 154,661	\$ 133,185	



**Notes**

Christopher Beresford, Chief Executive Officer	<b>General Note:</b> Chris Beresford was named CEO effective November 1, 2019 until March 23, 2021. Chris' secondment out of government from the Ministry of Attorney General ended March 31, 2021.
Joanne Hanson, Chief Executive Officer	<b>General Note:</b> Joanne Hanson was hired (secondment out of government from the BC Public Service Agency) on March 8, 2021 to replace Chris Beresford who retired as of March 31, 2021. Joanne Hanson was named CEO effective March 23, 2021. <b>Other Note:</b> Includes \$20 attributed to parking (taxable benefit).
Angela Accettura, Director of Legal Services	<b>Perquisite/Other Allowance Note:</b> Includes value of parking provided/included in building lease - not a taxable benefit as car is required for work. Parking benefit pro-rated at 10% due to the Public Health Officer directing staff to work remotely as a result of COVID.
David Boychuk, Chief Financial Officer	<b>General Note:</b> Dave Boychuk was hired (secondment out of government from the Ministry of Health) as Chief Financial Officer on May 4, 2020. Dave's secondment out of government was terminated on January 1, 2021, when he accepted full-time employment as Chief Financial Officer. 2020/21 Total Compensation includes earnings from both his secondment to the BCFMA and his employment with the BCFMA.
Siong H Chan, Chief Information Officer	<b>General Note:</b> Siong Chan was hired and named Chief Information Officer on September 14, 2020. <b>Other Note:</b> Includes \$85 attributed to parking (taxable benefit).
Colin Millar, Vice-President, Operations	<b>General Note:</b> As of July 1, 2020, Colin was promoted to the position of VP, Operations. His annual salary was set at \$133,000. As of January 1, 2021, Colin's salary was set at \$140,000.
Jelena Vukmirica, Vice President, Human Resources	<b>General Note:</b> As of January 1, 2021, Jelena was promoted to the position of VP, Human Resources and her annual salary was set at \$140,000.