



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

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

ⁱ The OGC does not have a Bonus plan associated with any positions.

ⁱⁱ The OGC does not have an Incentive plan associated with any positions.

ⁱⁱⁱ 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.

^{iv} The requirement for reporting previous years will begin in 2009.

^v Greg Lever, Operations Leader, Engineering (Chief Engineer) retired on October 31, 2009.

^{vi} Ken Paulson was appointed to the position of Operations Leader, Engineering (Chief Engineer) effective July 13, 2009.