

June 2, 2020

Christina Zacharuk, President & CEO
PSEC Secretariat
Suite 210 – 880 Douglas Street
Victoria, B.C. V8W 2B7

Attention: Christina Zacharuk

Public Sector Executive Compensation Disclosure - 2019/20 Statement of Executive Compensation for the British Columbia Family Maintenance Agency

As requested and PSEC approved, the 2019/2020 compensation information for the BC Family Maintenance Agency (BCFMA) has been entered in the Executive Compensation Disclosure module of the 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 two highest paid decision makers of the Agency, for the fiscal year ended March 31, 2020. They include Christopher Beresford, CEO; Jelena Vukmirica, Director of Human Resources; and Angela Accettura, Director of Legal Services.

The BCFMA PSEC approved Executive Compensation Governance Framework, has also been uploaded into the LIGER system.

As the Chair for the BCFMA Board of Directors, I confirm that the Board is aware of the executive compensation paid in fiscal year 2019/2020 and verify that the compensation provided falls within approved compensation plans.

If you have any questions regarding this statement, please contact Chris Beresford, Chief Executive Officer, BCFMA.

Yours truly,



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

cc: Kevin Jardine, Board Director, BCFMA
Chris Beresford, Chief Executive Officer, BCFMA

British Columbia Family Maintenance Agency Executive Compensation Governance Framework May 2020

Background/Purpose

The British Columbia Family Maintenance Agency (BCFMA) is a newly established (incorporated June 17, 2019) Crown agency wholly owned by the Province of British Columbia and mandated to provide family justice services to families by operating the Family Maintenance Enforcement Program (FMEP). The Board of Directors provides strategic direction, policy leadership, and performance monitoring. All operational matters are the responsibility of the Chief Executive Officer. The BCFMA is comprised of both union and exempt employees.

The BCFMA works with the Ministry of Attorney General, affected ministries and relevant stakeholders to determine opportunities to continue to strengthen the delivery of family maintenance services in British Columbia. The FMEP is delivered under the *Family Maintenance Enforcement Act* (FMEA), which provides the authority to monitor and enforce maintenance orders and agreements, ensuring that families receive the financial support that they are entitled to under provincial and federal law. Authority to oversee FMEP operations was transitioned from a private contractor (through an agreement with the Province of British Columbia) to the BCFMA as of November 1, 2019.

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.

Compensation Philosophy Objectives

The core principles provide a framework for the following objectives:

- Attract, retain, and motivate employees with the requisite competencies.
- Recognize employees that exceed prescribed performance standards.
- Support internal equity and relativity.
- Compliance with PSEC guidelines.
- Flexibility to adapt to a competitive market for talent.

Comparator Organizations

The salary ranges for the BCFMA are established through benchmarking with other organizations. The corporate objective is to rank in the 40th to 60th percentile compared to similar jobs in the 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 will 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.

Summary Compensation Table

Name and Position	Salary	Holdback/ Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation	2019/20 Total Compensation	2018/19 Total Compensation	2017/18 Total Compensation
Chris Beresford Chief Executive Officer	\$141,999	\$0	\$4,282	\$13,986	\$11,154	\$171,421	n/a	n/a
Angela Accettura Director of Legal Services	\$166,620	\$0	\$20,849	\$16,412	\$1,562	\$205,443	n/a	n/a
Jelena Vukmirica Director, Human Resources	\$125,500	\$0	\$17,952	\$9,930	\$0	\$133,185	n/a	n/a

Summary Other Compensation Table

Name and Position	All Other Compensation	Severance	Vacation Payout	Leave Payout	Vehicle/ Transportation Allowance	Perquisites/ Other Allowances	Other
Chris Beresford Chief Executive Officer	\$11,154	\$0	\$7,493	\$3,661	\$0	\$0	\$0
Angela Accettura Director of Legal Services	\$1,562	\$0	\$0	\$0	\$0	\$1,562	\$0
Jelena Vukmirica Director, Human Resources	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Notes

<p>Chris Beresford Chief Executive Officer</p>	<p>General Note: The BCFMA initiated operations as of November 1, 2019. General Note: Hired as CEO (seconded from the Ministry of Attorney General) effective November 1, 2019. Employed with the Ministry of Attorney General as the Director of Maintenance Services of the FMEP and Acting Executive Officer of the BCFMA during the March 31, 2019 to October 31, 2019 transition period. Compensation values provided are those paid during the full 2019/20 fiscal year.</p>
<p>Angela Accettura Director of Legal Services</p>	<p>General Note: The BCFMA initiated operations as of November 1, 2019. General Note: Employed as the Director of Legal Services during the March 31, 2019 to October 31, 2019 transition period. Compensation values provided are those paid during the full 2019/20 fiscal year. Perquisites/Other Allowances Note: All Other Compensation includes value of parking provided/including in building lease - not a taxable benefit, re: car is required for work.</p>
<p>Jelena Vukmirica Director, Human Resources</p>	<p>General Note: The BCFMA initiated operations as of November 1, 2019. General Note: Promoted into Director, Human Resources role effective January 1, 2020. Salary listed is the annualized base salary as of January 1, 2020. Actual salary paid out during the full 2019/20 fiscal year was \$105,303. General Note: Employed as the Human Resources Manager during the March 31, 2019 to October 31, 2019 transition period, and between November 1, 2019 and December 31, 2019. Compensation values provided are those paid during the full 2019/20 fiscal year.</p>