



May 31, 2023

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

Dear Mr. Davison,

Re: Public Sector Executive Compensation Disclosure - 2022/23 Statement of
Executive Compensation for the British Columbia Family Maintenance Agency

The 2022/23 compensation information for 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 (CEO) and the four highest paid decision makers of the Agency, as of the fiscal year ended March 31, 2023. They include Joanne Hanson, CEO; Angela Accettura, Vice President, Legal Services; Siong Chan, Chief Information Officer; Colin Millar, Vice President, Operations; 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 2022/23 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.

Yours truly,

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 2023

Background/Purpose

BCFMA is responsible for the administration of the Family Maintenance Enforcement Program (FMEP) and for offering supports that strengthen families, so that they may achieve their full potential and secure the best possible future for their children. BCFMA is central to supporting government's foundational principle of putting people first. The Agency facilitates over \$210 million in support payments annually, which produces better economic circumstances for children and families throughout the province. The Family Maintenance Enforcement Act (FMEA) provides the authority for BCFMA to monitor, facilitate and enforce court ordered maintenance orders and agreements, ensuring that families receive the financial support that they are entitled to under provincial and federal law.

BCFMA activities align with many of government's current priorities and strategic direction as identified in the Ministry of Attorney General Mandate Letter. By committing to promoting equity, anti-racism and multiculturalism, addressing social and health issues such as mental health and poverty, and providing services that make communities safer, BCFMA supports the B.C. government's main foundational principles. BCFMA's commitment to lasting and meaningful reconciliation is demonstrated through Indigenous-specific community recognition, outreach, and relationship building efforts. Through the development of federal partnerships, by applying a province-wide model approach, and by utilizing the modernization of virtual courts, BCFMA is improving access to and the value of our programs for B.C.'s under-served populations.

Families impacted by separation or divorce benefit from BCFMA's strategic direction to integrate services at a provincial level, and from the Agency's focus of improving outreach and communications with both clients and family support providers to strive for outcomes that support healthy communities in British Columbia, including social, economic and environmental well-being.

The three main themes that capture BCFMA's strategic challenges and opportunities are:

- **Accessibility** – making the BCFMA program more accessible, available, and approachable to those who need our help, our clients and partners, through the use of technology and client-centric re-design of technology services. Developing

and promoting service offerings in multiple languages and improving access to services for Indigenous peoples and under-served and marginalized populations, by conducting a multiculturalism program pilot that recognizes diversity and accessibility;

- **Modernization** – ensuring BCFMA operations, information technology (including utilizing virtual courts), financial, legal, and human resources business areas have the appropriate systems, policies, and procedures in place to efficiently and effectively support client needs; and
- **Connections** – enhancing community outreach opportunities by improving integration with justice, economic, and social sector service delivery providers to ensure family support solutions address the needs and expectations of clients. Building relationships with Indigenous governments, First Nations communities, and under-served populations to generate understanding and to provide greater opportunities for developing co-operative solutions that best support the well-being of clients.

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

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

BCFMA executives 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 executive 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** – Executive compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by BCFMA executives 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 executives. 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 following core principles provide a framework for BCFMA to meet its strategic and operational 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 executive salary ranges for BCFMA are established through benchmarking with other 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
 - BC Assessment Authority
 - 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.

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.

Executive Salary Ranges

All BCFMA position compensation ranges are 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 for BCFMA to rank in the 40th to 60th percentile for all organizational positions.

The BCFMA executive salary range (not including CEO), as established through the BCFMA Compensation and Classification Plan benchmarking exercise, and updated as a result of the aging of ranges that occurred during 2022/23, is from \$142,800 to \$188,700. For Vice-Presidents and equivalents, the salary range was aged equivalent to the percentage negotiated with those of unionized employees under the 2022

Shared Recovery Mandate, as of April 2022. 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 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2021/2022	2020/2021
Joanne Hanson, Chief Executive Officer	\$ 182,253	-	\$ 10,379	\$ 17,685	\$ 13,962	\$ 224,279	\$ 223,192	\$ 14,384
Angela Accettura, Director of Legal Services	\$ 173,285	-	\$ 8,559	\$ 17,069	\$ 1,094	\$ 200,007	\$ 197,019	\$ 194,921
Siong H Chan, Chief Information Officer	\$ 166,400	-	\$ 16,978	\$ 16,390	\$ 1,094	\$ 200,862	\$ 191,170	\$ 106,637
Colin Millar, Vice-President, Operations	\$ 148,512	-	\$ 16,047	\$ 14,628	\$ 2,900	\$ 182,087	\$ 168,648	\$ 162,173
Jelena Vukmirica, Vice President, Human Resources	\$ 148,512	-	\$ 14,953	\$ 14,005	-	\$ 177,470	\$ 166,411	\$ 154,661

Notes

Joanne Hanson, Chief Executive Officer	General Note: Joanne Hanson is on secondment from the Public Service Agency. Other Note: Includes the value of parking – taxable benefit of \$1,818.
Angela Accettura, Director of Legal Services	Perquisite/Other Allowance Note: Includes value of parking provided (included in building lease) - not a taxable benefit as a car is required for work.
Siong H Chan, Chief Information Officer	Other Note: Includes value of parking - taxable benefit.
Colin Millar, Vice-President, Operations	Other Note: Occasional parking - taxable benefit.
Jelena Vukmirica, Vice President, Human Resources	