



## STATEMENT OF EXECUTIVE COMPENSATION – 2014/2015

### EXECUTIVE COMPENSATION PHILOSOPHY

#### OBJECTIVES

- Establish market appropriate compensation for the Commissioner 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 benchmark labour market (50/50 Industry/Government).

#### PRINCIPLES

- The Board of Directors 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 (Governance and Human Resources Committee) recommends the salary for the Commissioner based upon the Executive Compensation Plan as approved by 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.
- The BC Oil and Gas Commission is in compliance with the Executive Compensation Policy for Crown Corporations of July 2012.

## 2014/15 COMPENSATION DISCLOSURE

### Summary Compensation Table at Fiscal, 2015

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2014/15 Total	Previous Two Years Totals	
							2013 / 14 (s)	2012 / 13 (t)
Paul Jeakins, Commissioner	\$ 188,354	\$ -	\$ 7,878	\$ 20,271	\$ 17,508	\$ 234,011	\$ 232,652	\$ 227,514
Randall Smith, Chief Financial Officer	\$ 170,414	\$ -	\$ 7,475	\$ 18,691	\$ 1,200	\$ 197,780	\$ 197,305	\$ 199,030
Kenneth Paulson, Chief Operating Officer	\$ 164,434	\$ -	\$ 5,372	\$ 18,007	\$ 1,200	\$ 189,014	\$ 188,512	\$ 188,904
Trevor Swan, Chief Legal & Regulatory Officer	\$ 164,434	\$ -	\$ 7,229	\$ 18,007	\$ 4,362	\$ 194,418	\$ 199,015	\$ 192,806
James O'Hanley, Deputy Commissioner, Resource Development	\$ 157,050	\$ -	\$ 7,130	\$ 17,163	\$ 15,949	\$ 197,293	\$ 194,647	\$ 184,078

**Summary Other Compensation Table at FISCAL 2015**

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Paul Jeakins, Commissioner	\$ 17,508	\$ -	\$ 9,366	\$ -	\$ 6,942	\$ -	\$ 1,200
Randall Smith, Chief Financial Officer	\$ 1,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,200
Kenneth Paulson, Chief Operating Officer	\$ 1,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,200
Trevor Swan, Chief Legal & Regulatory Officer	\$ 4,362	\$ -	\$ 3,162	\$ -	\$ -	\$ -	\$ 1,200
James O'Hanley, Deputy Commissioner, Resource Development	\$ 15,949	\$ -	\$ 14,749	\$ -	\$ -	\$ -	\$ 1,200

Notes:

Paul Jeakins, Commissioner

\*Increase in 2014/15 Total due to receiving a vacation payout and health reimbursement. Other: Parking as Taxable Benefit

Randall Smith, Chief Financial Officer

Other: Parking as Taxable Benefit

Kenneth Paulson, Chief Operating Officer

Other: Parking as Taxable Benefit

Trevor Swan, Chief Legal & Regulatory Officer

\*Decrease in 2014/15 Total due to receiving less vacation payout amount. Other: Parking as Taxable Benefit

James O'Hanley, Deputy Commissioner  
Permitting & Authorizations

\*Increase in 2014/15 Total due to receiving a vacation payout amount. Other: Parking as Taxable Benefit

\*The Commission offers a Retirement Allowance to both Included and Excluded employees. Upon retirement from service, an employee who has completed twenty years of service with the Commission, is entitled to an amount set out in the Collective Agreements and the Excluded Terms and Conditions of the Commission.