

**STATEMENT OF EXECUTIVE COMPENSATION  
ROYAL BC MUSEUM  
February 2015**

**Royal BC Museum (RBCM) - Compensation Philosophy**

The RBCM's Management Compensation Program is based on a process which recognizes these fundamental determinants of salary:

- a. the duties to be performed;
- b. the employee's performance/potential; and
- c. salaries paid for comparable positions in the external job market.

Subject to the legislative and fiscal constraints placed upon it, it is the objective of the Board of Directors of the Royal BC Museum to pay its Chief Executive Officer a salary that is sufficiently competitive in the job market, recognizing the Chief Executive Officer's responsibility for physical assets of over \$80 million and \$200 million of insured artifacts representing the history of the Province of British Columbia.

**Responsibility for Determining Compensation**

The responsibility for determining base salary compensation for the Chief Executive Officer rests with the Board of Directors pursuant to the *Museum Act*. The base salary is set within the maximum total compensation guidelines as established by Cabinet and Treasury Board and was approved by the then Minister (2007).

**Compensation Principles**

The Royal BC Museum Compensation Program introduces contemporary compensation practices to support the following principles:

- Financial expenditures for management salaries will be controlled and managed through an approved financial control model, as approved by the RBCM Board of Directors
- The overall salaries are controlled through the annual budget process;
- Funding for management salaries will be found from within the overall annual salary budget;

**Taxpayer Accountability Principles**

The Royal BC Museum Compensation Program recognizes the following Taxpayer Accountability Principles:

- Efficiency: Strengthen cost management capabilities and foster a culture of cost-consciousness at all levels of public sector organizations.
- Accountability: Transparently manage responsibilities according to a set of common public sector principles in the best interest of the citizens of the province.
- Appropriate: Comply with a rigorous, standardized approach to performance management and employee compensation which reflects appropriate compensation for work.
- Service: Maintain a clear focus on positive outcomes for citizens of BC by delivering cost-efficient, effective, value-for-money public services and programs.
- Respect: Engage in equitable, compassionate, respectful and effective communications.
- Integrity: Make decisions and take actions that are transparent, ethical and free from conflict of interest.

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### 2014/15 Compensation Discussion

The CEO, Professor Jack Lohman, CBE was appointed March 26, 2012.

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	2012/13	
Jack Lohman, CEO	\$ 161,800	\$ -	\$ 20,322	\$ 15,209		\$ 197,331	\$ 199,851	\$ 199,926	
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)		
Jack Lohman, CEO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<p>\$64,999.93 paid via contract by Royal BC Museum Foundation (non-public sector organization). This amount was also paid and reported in 2013/14. It was not reported in 2012/13 as external contracts did not require reporting at that time.</p>									
<b>Notes:</b>									
Jack Lohman, CEO									

No other positions in the Royal BC Museum Corporation have a minimum base salary of \$125,000.

This Statement of Executive Compensation has been prepared in accordance with the guidelines as established by the Public Sector Employers Council and the *Public Sector Employers Act* and the reporting requirements contained in the *Financial Information Act*.

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