

June 14, 2022

File No:9625-08 ECD

John Davison
President and Chief Executive Officer
Public Sector Employers' Council
Secretariat 2nd Floor, 880 Douglas Street
Victoria, BC V8W 2B7

Dear John Davison:

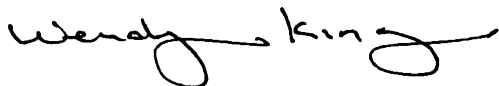
**Re: Royal BC Museum Corporation
Executive Compensation Disclosure - 2021/22**

This letter is to confirm that the Board of Directors of the Royal BC Museum Corporation is aware and has approved the compensation information in the executive compensation disclosure report for the Royal BC Museum Corporation.

The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer during the period of April 1, 2021 - March 31, 2022.

This attestation verifies that the compensation provided was within the approved compensation plan and complies with the Public Sector Employers' Council Secretariat guidelines.

Yours sincerely,



Wendy King
Vice Chair, Board of Directors

STATEMENT OF EXECUTIVE COMPENSATION ROYAL BC MUSEUM

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 managing \$111.4 million of building assets and a further \$56 million in contents (exclusive of collections) and \$190 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.

STATEMENT OF EXECUTIVE COMPENSATION (2021/22) – Royal BC Museum

2021/22 Compensation Discussion

Total compensation includes both cash, and non-cash, compensation.

CASH COMPENSATION

Salary ranges have been established for the following employee groups:

- Chief Executive Officer: set and approved by Board of Directors and Public Sector Employer's Council
- Vice-Presidents: set and approved at Band 6 by Public Service Agency
- Department Heads: set and approved at Band 4 by Public Service Agency
- Staff: set and approved in line with BCGEU Master Agreement and Public Service Job Evaluation Plan

NON-CASH COMPENSATION

Non-cash compensation includes the following statutory and non-statutory benefits:

Statutory Holidays	Short-Term Illness and Injury
Vacation	Long-Term Disability
Maternity, Parental and Pre-Adoption Leave Allowances	Extended Health and Dental
Group Life Insurance	Employee and Family Assistance
Parking	Health Spending Account
Canada Pension	Employer Pension
Employment Insurance	Workers' Compensation

For the 2021/22 FY the following positions are being reported as having a base salary of \$125,000 or greater:

- Chief Executive Officer, Alicia Dubois (first day February 15, 2022)
- Interim Chief Executive Officer, Daniel Muzyka (last day February 15, 2022)
- Acting Vice President, Collections and Research, David Alexander (last day April 22, 2022)
- Acting Vice President, Museum, Erika Stenson (last day March 14, 2022)
- Chief Operating Officer, Gary Lacey (last day April 26, 2022)
- Vice President, Inclusion and Community Engagement & Deputy CEO, Mischelle vanThiel (last day October 8, 2021)
- Executive Financial Officer and Vice President Corporate Finance, Wanda Borden (first day September 20, 2021)
- Acting Executive Financial Officer, Marcus Barthropp (first day April 1, 2021 and last day September 17, 2021)

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*.

Contact:

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EXECUTIVE COMPENSATION DISCLOSURE

Royal BC Museum

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Alicia Dubois, Chief Executive Officer	\$ 33,347	-	\$ 2,502	\$ 3,737	\$ 4,795	\$ 44,381		
Daniel Muzyka, Interim CEO	\$ 168,655	-	-	-	\$ 39,176	\$ 207,831	\$ 35,200	
David Alexander, Acting Vice President, Collections and Research	\$ 132,426	-	\$ 7,561	\$ 13,356	\$ 134	\$ 153,477	\$ 163,094	
Marcus Barthropp, A/Executive Financial Officer	\$ 126,321	-	\$ 4,722	-	-	\$ 131,043		
Wanda Boden, Executive Financial Officer, VP Corporate Administration	\$ 68,056	-	\$ 6,980	\$ 5,778	-	\$ 80,814		
Gary Lacey, Chief Operating Officer	\$ 142,361	-	\$ 7,965	\$ 14,377	-	\$ 164,703	\$ 163,885	\$ 161,559
Erika Stenson, Acting Vice President, Museum Operations	\$ 132,426	-	\$ 8,948	\$ 13,344	\$ 183,583	\$ 338,301	\$ 149,943	
Mischelle vanThiel, Vice President, Inclusion and Community Engagement & Deputy CEO	\$ 75,440	-	\$ 2,802	\$ 7,546	\$ 8,455	\$ 94,243	\$ 173,584	\$ 172,365

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Alicia Dubois, Chief Executive Officer	\$ 4,795	-	-	-	\$ 670	-	\$ 4,125
Daniel Muzyka, Interim CEO	\$ 39,176	-	-	-	-	-	\$ 39,176
David Alexander, Acting Vice President, Collections and Research	\$ 134	-	\$ 134	-	-	-	-
Marcus Barthropp, A/Executive Financial Officer	-	-	-	-	-	-	-
Wanda Boden, Executive Financial Officer, VP Corporate Administration	-	-	-	-	-	-	-
Gary Lacey, Chief Operating Officer	-	-	-	-	-	-	-
Erika Stenson, Acting Vice President, Museum Operations	\$ 183,583	\$ 178,254	\$ 5,329	-	-	-	-
Mischelle vanThiel, Vice President, Inclusion and Community Engagement & Deputy CEO	\$ 8,455	-	\$ 8,455	-	-	-	-

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Alicia Dubois, Chief Executive Officer	<p>General Note: General Note: New hire - Feb 15/22. Annual salary is \$250,000 plus a \$50,000 stipend. During the first three (3) years of the Term, RBCM will pay an annual project stipend of \$50,000, less applicable withholdings and deductions required by law. CEO earned compensation from serving on the Board of Green Impact Partners, Inc. and for work completed prior to joining the Museum as a cofounder of the Indigenous Leadership Circle. Other Note: To facilitate a timely start date, employment contract permits travel expenses and reimbursements for travel from Alberta to British Columbia (airfare, accommodation and car rental) until Jul 30/22 to facilitate full relocation. All such costs will cease June 22/22.</p> <p>Other Note: Travel expenses from Alberta to British Columbia, \$4,125 (airfare/parking) which is payable until Jul 30/22. Vehicle allowance is for rental car.</p>
Daniel Muzyka, Interim CEO	<p>General Note: General Note: No benefits. Salary in 2021 was charged at \$1,110/day or \$550/half day, and the contract changed in December when not working full time to \$135/hour. Was contracted as acting CEO and left position Feb 15/22. Other Note: Reimbursed for travel (hotel, mileage, per diem & ferry) from home on Salt Spring to Victoria, British Columbia.</p> <p>Other Note: Reimbursed for travel (hotel, mileage, per diem & ferry) from home on Salt Spring to Victoria, British Columbia.</p>
David Alexander, Acting Vice President, Collections and Research	<p>General Note: General Note: Extended in Temporary Assignment through to resignation Apr 22/22. Did receive vacation payout of \$134 April 2022.</p>
Marcus Barthropp, A/Executive Financial Officer	<p>General Note: General Note: Marcus was in A/EFO role with actual salary of \$61,843 from Apr 1/21 - Sept 17/21. In Head of Finance role, actual salary was \$64,478 (Sept 20/21 - Mar 31/22). Statutory & Health Benefits in A/EFO role was \$1,489 and in Head of Finance role, was \$3,233. Marcus does not contribute to pension as he took early retirement and is not eligible for this benefit. Marcus received 2% salary increase on base role Head of Finance upon return from his temporary appointment as A/EFO, effective Sept 20/21.</p>
Wanda Boden, Executive Financial Officer, VP Corporate Administration	<p>General Note: General Note: Wanda's hire date was Sept 20/21 as the EFO and VP Corporate Admin.</p>
Gary Lacey, Chief Operating Officer	<p>General Note: General Note: Gary's employment with RBCM ended effective April 27, 2022. Prior to, Gary took Special Paid Absence (15 days) between April 2, 2021 to April 26, 2021, followed by 12 months severance from April 27, 2021 to April 26, 2022. The value of the 12 months was \$166,499.</p>
Erika Stenson, Acting Vice President, Museum Operations	<p>General Note: General Note: Erika Stenson's employment as A/VP Museum Operations terminated Mar 14/22. Vacation and Bill 66 payout was paid at her Base role as Head, Marketing, Communications and Sales salary at a total of \$5,329 but was amended to be paid out based on her Temporary Assignment role as A/VP Museum Operations salary. Severance equivalent to 15 months of \$178,254 was paid over two pay periods and concluded Apr 9/22.</p>
Mischelle vanThiel, Vice President, Inclusion and Community Engagement & Deputy CEO	<p>General Note: General Note: Mischelle's resignation date was Oct 8/21. She was overpaid both in salary and vacation and had to repay \$7,554.</p>