

June 12, 2025

File No:9625-08 ECD

John Davison
President and CEO
PSEC Secretariat
Suite 201 – 880 Douglas Street
Victoria, BC
VBW 2B&

Dear John Davison:

Re: Royal BC Museum Corporation

Executive Compensation Disclosure – 2024/25

This letter is to confirm that the Board of Directors of the Royal BC Museum Corporation is aware of 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, 2024 - March 31, 2025.

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,



Ry Moran

Acting Chair, Board of Directors

STATEMENT OF EXECUTIVE COMPENSATION FY 2024/25 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 \$159 million of building assets and a further \$43 million in contents (exclusive of collections) and \$199 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 expenditure 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 is provided by a salary envelope through Minister of Finance/Ministry of Tourism, Arts, Culture and Sport.

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.

2024/25 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 ADM1 by Public Service Agency
- Department Directors: set and approved at Band 4 and Band 5 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 2024/25 FY the following executive positions are being reported as having a base salary of \$125,000 or greater:

- Chief Executive Officer, Tracey Drake (first day August 2, 2023 in role)
- Executive Financial Officer and Vice President Corporate Services, Wayne Powell (first day May 15, 2023 in role)
- Acting Vice President Strategic Operations, Elizabeth Vickery (first day August 21, 2023 in role)
- Vice President Engagement and UNDRIP Implementation, Janet Hanuse (last day August 2, 2024 in role)
- Vice President Archives, Research and Collections, Jodi Giesbrecht (first day July 15, 2023 in role)

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*.

Contacts:

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Royal BC Museum

Summary Compensation Table at 2025

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Tracey Drake, Chief Executive Officer	\$ 240,794	-	\$ 3,195	\$ 23,718	\$ 18,090	\$ 285,797	\$ 232,405	\$ 179,010
Jodi Giesbrecht, VP, Archives, Research and Collections	\$ 129,754	-	\$ 1,030	\$ 12,781	\$ 5,980	\$ 149,545	\$ 126,373	
Janet Hanuse, VP, Engagement and UNDRIP Implementation	\$ 55,311	-	\$ 653	\$ 5,680	\$ 440	\$ 62,084	\$ 184,175	\$ 129,312
Wayne Powell, EFO & VP, Corporate Services	\$ 171,997	-	\$ 3,195	\$ 16,941	\$ 2,095	\$ 194,228	\$ 163,676	
Elizabeth Vickery, VP, Strategic Operations	\$ 178,976	-	\$ 4,644	\$ 17,280	\$ 9,927	\$ 210,827	\$ 112,753	

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Tracey Drake, Chief Executive Officer	\$ 18,090	-	\$ 155	-	\$ 16,615	-	\$ 1,320
Jodi Giesbrecht, VP, Archives, Research and Collections	\$ 5,980	-	\$ 5,320	-	-	-	\$ 660
Janet Hanuse, VP, Engagement and UNDRIP Implementation	\$ 440	-	-	-	-	-	\$ 440
Wayne Powell, EFO & VP, Corporate Services	\$ 2,095	-	\$ 885	-	-	-	\$ 1,210
Elizabeth Vickery, VP, Strategic Operations	\$ 9,927	-	\$ 9,927	-	-	-	-

Notes

Tracey Drake, Chief Executive Officer	<p>General Note: Tracey was appointed as Interim CEO August 2, 2023, received a 12% increase to base salary and then extended from March 1, 2024 to December 1, 2025, and received a 10% increase to base salary. Tracey's base salary is \$207,735 plus a stipend of \$35,000 paid bi-weekly. The stipend is reported as part of base salary. Tracey received \$16,615 for Vehicle Transportation Allowance (leased vehicle). Tracey received \$1,713 for vacation payout, this was for unused vacation.</p> <p>Other Note: Parking on site at RBCM is a Taxable Benefit at \$110.00/month effective April 1, 2024 - March 31, 2025 totaling \$1,320.00</p>
Jodi Giesbrecht, VP, Archives, Research and Collections	<p>General Note: Jodi joined the RBCM in the VP, Archives, Research and Collections role on July 15, 2023. Jodi left RBCM effective April 19, 2024. Jodi was rehired into the same role effective August 12, 2024, with a 15.5% increase to former base salary. This role was reclassified from band 6 to ADM1 effective May 27, 2024, no additional increase was offered with the reclassification.</p> <p>Other Note: Parking on site at RBCM is a Taxable Benefit \$110.00/month effective September 26, 2024 - March 31, 2025 totaling \$660.00.</p>
Janet Hanuse, VP, Engagement and UNDRIP Implementation	<p>General Note: Janet joined RBCM in the VP, Engagement and UNDRIP Implementation role on July 11, 2022. Janet left RBCM effective August 2, 2024.</p> <p>Other Note: Parking on site at RBCM is a Taxable Benefit \$110.00/month effective April 1, 2024 - August 2, 2024 totaling \$440.00</p>
Wayne Powell, EFO & VP, Corporate Services	<p>General Note: Joined RBCM in the EFO / VP Corporate Services role on May 15, 2023. Wayne received a 3% Excluded Management In-Range Compensation Adjustment effective July 1, 2024. Wayne retired from RBCM March 31, 2025</p> <p>Other Note: Parking on site at RBCM is a Taxable Benefit \$110.00/month effective April 1, 2024 - February 28, 2025 totaling \$1,210.00.</p>
Elizabeth Vickery, VP, Strategic Operations	<p>General Note: Elizabeth joined RBCM in the VP, Strategic Operations role on August 21, 2023. Elizabeth was TA'd into the CEO role from June 20, 2024 to July 12, 2024 to cover the CEO's vacation at the base salary rate of \$194,250, and received a increase of 5% to base salary. Elizabeth's position was reclassified effective May 27, 2024 from Band 6 to ADM1, her base salary was increased by 15.5% from \$160,229 to \$185,000 annually. Elizabeth competed for the VP role and was successful. She was offered a 2-year TA from Feb 17, 2025 to Feb 19, 2027 at the current base salary of \$185,000 annually.</p>