



BRITISH
COLUMBIA

INFORMATION BULLETIN

For Immediate Release

2006OTP0129-000973

July 21, 2006

Office of the Premier

NEW COMPENSATION FRAMEWORK ANNOUNCED FOR SENIOR POLITICAL STAFF

VICTORIA – Cabinet has approved a new compensation framework for senior political staff that will be effective today. The new salary ranges will apply to ministerial assistants, executive assistants, and some senior positions within the Premier's Office.

The new salary ranges are intended to be more competitive with other jurisdictions and to help attract and retain qualified employees. Consistent with other public sector workers, the new maximum achievable salaries for political staff will place British Columbia's compensation levels typically third or lower among all provinces, not including the federal government or territories.

The new framework will provide greater flexibility for compensating exceptional employees, based on experience, level of responsibility and annual performance reviews. The new salary ranges will also maintain the historic linkages in political staff compensation levels with comparable management levels for Public Service Act employees. Maximum salary levels for each position are set at 80-90 per cent of the maximum salary range of the Strategic Leadership Role band and the Applied Leadership Role band, that are part of the new compensation framework for excluded Public Service Act employees.

The applicable compensation ranges and step levels for each position will be frozen for the next four years and will not be adjusted to reflect scheduled general wage increases for other excluded positions.

The current maximum salaries for ministerial support staff positions are already second or third highest in Canada and will not be affected by the new compensation framework. Administrative coordinators, clerical support staff and other political support staff in the Premier's Office will continue to be compensated within their existing frameworks and schedules. Individuals in these positions will continue to receive the scheduled increase of 7.5 per cent over of the next three years and will continue to be eligible for authorized step level increases within their classifications, based upon annual performance reviews.

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1 background(s) attached.

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BACKGROUND

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Office of the Premier

NEW COMPENSATION FRAMEWORK

The four new compensation bands for the positions affected are set out in the table below. With few exceptions, affected employees will be initially compensated at the new rate for their existing step level. Two additional step levels have been added and will be available within each salary band to recognize exceptional performance and acknowledged higher levels of responsibility.

The new Band A compensation schedule for ministerial assistants and some senior political staff positions has a maximum achievable salary equal to 90 per cent of the new Strategic Leadership Role band, with a salary range of \$66,150 to \$94,500. Most employees within that range will receive an increase of 13.02 -19.91 per cent over current salary levels. A few exceptional employees currently at Step 4 will be initially compensated at the new Step 5 level, which is \$89,775, or an increase of 25.97 per cent. No ministerial assistants will be initially eligible for the maximum salary level.

The new Band B compensation schedule for executive assistants has a maximum achievable salary of 90 per cent of the new Applied Leadership Role band. Band B has a salary range of \$51,300 to \$68,400, which represents an increase of 6.13 -10.55 per cent for all employees.

The Band C compensation schedule for the chief of staff has a maximum achievable salary equal to 80 per cent of the new maximum achievable salary for the deputy minister to the Premier. The salary for the current chief of staff will be set at Step 5 of the new maximum, or \$185,390. This represents an increase of 24.82 per cent over current salary. By contrast, the maximum comparable salary for this position is \$206,000 in Alberta and \$199,000 in Ontario. The chief of staff is the only political staff person who has not had any salary increase since June 2001 and, as a deputy minister equivalent, was not eligible for the recent one-time bonus.

The Band D compensation schedule for two deputy chiefs of staff has a maximum achievable salary equal to 90 per cent of the new maximum achievable salary for assistant deputy ministers. The salary for the deputy chief of staff, policy coordination and issues management will be set at Step 3 of the new maximum, which is \$122,400, or an increase of 17.75 per cent. The salary for deputy chief of staff and executive assistant to the Premier will be set at Step 4, which is \$129,600, or an increase of 20.42 per cent over current salary. By comparison, the maximum salary for the comparable position in Alberta is \$166,632, and in Ontario is \$170,800.

These changes will place compensation for British Columbia's executive level political staff at third highest among all provinces. (Comparisons for Quebec and the federal government are not known.)

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TABLE 1 - New Compensation Framework

BAND A		
Ministerial Assistant Senior Political Staff	Salary	% of New Max
Step 1	\$66,150	70%
Step 2	\$70,875	75%
Step 3	\$80,325	85%
Step 4	\$85,050	90%
Step 5	\$89,775	95%
Step 6	\$94,500	100%
[Step 6 = 90% of max. \$105,000 for Strategic Leadership Role band]		
BAND B		
Executive Assistant		
Step 1	\$51,300	75%
Step 2	\$54,720	80%
Step 3	\$58,140	85%
Step 4	\$61,560	90%
Step 5	\$64,980	95%
Step 6	\$68,400	100%
[Step 6 = 90% of \$76,000 for Applied Leadership Role band]		

BAND C		
Chief of Staff	Salary	% of New Max
Step 1	\$146,361	75%
Step 2	\$156,118	80%
Step 3	\$165,875	85%
Step 4	\$175,633	90%
Step 5	\$185,390	95%
[Step 6 = 80% of max. \$243,936 for deputy minister to the Premier]		
BAND D		
Deputy Chief of Staff		
Step 1	\$108,000	75%
Step 2	\$115,200	80%
Step 3	\$122,400	85%
Step 4	\$129,600	90%
Step 5	\$136,800	95%
[Step 6 = 90% of max. \$160,000 for assistant deputy ministers]		
	\$144,000	100%

Media Mike Morton
 contact: Press Secretary
 Office of the Premier
 250 213-8218

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Compensation Framework

Band	Classification	Step	Per Annum	% of New Max
Band A	Ministerial Assistant Senior Political Staff	Step 1	66,150	70%
		Step 2	70,875	75%
		Step 3	80,325	85%
		Step 4	85,050	90%
		Step 5	89,775	95%
		Step 6	94,500	100%
Band B	Executive Assistant	Step 1	51,300	75%
		Step 2	54,720	80%
		Step 3	58,140	85%
		Step 4	61,560	90%
		Step 5	64,980	95%
		Step 6	68,400	100%
Band C	Chief of Staff	Step 1	146,361	75%
		Step 2	156,118	80%
		Step 3	165,875	85%
		Step 4	175,633	90%
		Step 5	185,390	95%
		Step 6	195,148	100%
Band D	Deputy Chief of Staff	Step 1	108,000	75%
		Step 2	115,200	80%
		Step 3	122,400	85%
		Step 4	129,600	90%
		Step 5	136,800	95%
		Step 6	144,000	100%
Band E	Senior Political Staff	Step 1	105,000	80%
		Step 2	110,000	85%
		Step 3	115,000	88%
		Step 4	120,000	92%
		Step 5	125,000	96%
		Step 6	130,000	100%

Note: Bands A-D effective July 21, 2006, Band E effective April 1, 2008

Note: Compensation ranges will not be adjusted to reflect any cost of living wage increases for other excluded positions

FOI Inquiry - Executive and Ministerial Assistants

Name	Feb 28, 2011 Title	Feb 28, 2011 Business Unit	Feb 28, 2011 Salary	Mar 16, 2012 Title	Mar 16, 2012 Business Unit	Mar 16, 2012 Salary	Explanation
McDonald, Mike				Principal Secretary	Office of the Premier	\$195,148	
Haakstad, Kimberly				Deputy Chief of Staff	Office of the Premier	\$144,000	
Mills, Shane				Director of Issues Mgmt	Office of the Premier	\$120,000	
Ross, Kara				Scheduling Clerk	Office of the Premier	\$47,033	
Davidson, Tamara				Executive Scheduling Coord.	Office of the Premier	\$58,140	
Olson, Alisha				Executive Administrative Coord	Office of the Premier	\$48,460	
Scott, Rebecca				Communications Coordinator	Office of the Premier	\$61,560	
Garfinkel, Gabriel				Executive Assistant	Office of the Premier	\$58,140	
Ross, Louise				Support Staff	Office of the Premier	\$41,310	
Bremner, Virginia				Support Staff	Office of the Premier	\$41,972	
Shepard, Jim				Senior Policy Advisor	Office of the Premier	\$2	
Martin, Pamela				Director of Outreach	Office of the Premier	\$130,000	
James, Ty Myles				Correspondence Clerk	Office of the Premier	\$36,511	
Lee, May				Administrative Coordinator	Office of the Premier	\$52,424	
Klak, Stephanie				Correspondence Clerk	Office of the Premier	\$38,589	
Boessenkool, Kenneth				Chief of Staff	Office of the Premier	\$195,148	
MacIntyre, Sara				Director of Communications	Office of the Premier	\$130,000	
Wharf, Sandy	Dir, Corp Priorities & Perf Mgt	Office of the Premier	\$96,920	Dir, Corp Priorities & Perf Mgt	Office of the Premier	\$96,920	
Leamy, Michelle T	Director, Executive Operations	Office of the Premier	\$109,000	Director, Executive Operations	Office of the Premier	\$109,000	
Pink, Linda C	Executive Administrative Coord	Office of the Premier	\$63,889	Executive Administrative Coord	Office of the Premier	\$63,889	
Sproule, Spencer	Ministerial Assistant	Min Comm, Sport, Cultural Dev	\$80,325	Sr Coord, Issues Management	Office of the Premier	\$80,325	
Bhullar, Barinder Singh	Ministerial Assistant	Min of Child & Family Dev	\$66,150	Senior Outreach Coordinator	Office of the Premier	\$70,875	
Halford, Trevor	Ministerial Assistant	Ministry of Labour	\$70,875	Sr. Communications Coordinator	Office of the Premier	\$80,325	
Jordison, Kimberly	Executive Administrative Coord	Office of the Premier	\$58,467				
Rossner, Amber	Executive Administrative Coord	Office of the Premier	\$50,884				
Alexander, Robert	Mail/File Clerk	Office of the Premier	\$41,310	Mail/File Clerk	Office of the Premier	\$41,310	
De Wit, Antoinette	Manager, Correspondence Branch	Office of the Premier	\$85,050	Manager, Correspondence Branch	Office of the Premier	\$85,050	
D'Argis, Julie	Correspondence Clerk	Office of the Premier	\$36,511				
Oaken, Holly	Correspondence Clerk	Office of the Premier	\$36,511				
Bergen, Katherine	Events and Project Coordinator	Office of the Premier	\$89,775	Events and Project Coordinator	Office of the Premier	\$89,775	
Chalmers, Jennifer	Executive Assistant	Office of the Premier	\$51,300	Executive Assistant	Office of the Premier	\$61,560	
Webb, Jessica	Administrative Coordinator	Office of the Premier	\$56,885	Administrative Coordinator	Office of the Premier	\$56,885	
Dauphinee, Lara A	Deputy Chief of Staff	Office of the Premier	\$144,000				
McCallum, Judith M	Executive Scheduling Coord.	Office of the Premier	\$68,400				
Chalmers, Nicole M.	Sr Coord, Website & Direct Media	Office of the Premier	\$89,775				
Hughes, Candice	Scheduling Clerk	Office of the Premier	\$51,290				
Taylor, Paul	Chief of Staff	Office of the Premier	\$195,148				
Roberts, S. Gail	Exec Recept/Admin Support Vanc	Office of the Premier	\$51,290				
Hanman, Jeff	Dep Chief of Staff, PC & IM	Office of the Premier	\$136,800				
Steeves, Dale	Director of Communications	Office of the Premier	\$120,000				
Zwaan, Tara	Executive Coordinator & Event	Office of the Premier	\$80,325				
Brown, Doug	Sr Coord, Issues Management	Office of the Premier	\$94,500				
Dick, Carling	Events Coordinator	Office of the Premier	\$58,140				
Elder, Sarah	Executive Assistant	Advanced Education	\$58,140	Executive Assistant	Advanced Education	\$61,560	
Sharma, Rishi	Ministerial Assistant	Min of Environment	\$85,050	Ministerial Assistant	Advanced Education	\$89,775	
Chawrun, Marc			\$0	Executive Assistant	Energy and Mines	\$58,140	
Chandler, Penelope	Ministerial Assistant	Ministry of Justice AG	\$94,500	Ministerial Assistant	Energy and Mines	\$94,500	
Myers, Tobie	Ministerial Assistant	Ministry of Justice SG	\$94,500	Ministerial Assistant	Energy and Mines	\$94,500	
Bell, Jordan	Executive Assistant	Ministry of Justice SG	\$58,140	Executive Assistant	Energy and Mines	\$61,560	
Southern, Evan			\$0	Executive Assistant	Forests Lands Natural Res Ops	\$51,300	
Strongitharm, Bruce	Ministerial Assistant	Forests and Lands	\$94,500	Ministerial Assistant	Forests Lands Natural Res Ops	\$94,500	

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FOI Inquiry - Executive and Ministerial Assistants

Name	Feb 28, 2011 Title	Feb 28, 2011 Business Unit	Feb 28, 2011 Salary	Mar 16, 2012 Title	Mar 16, 2012 Business Unit	Mar 16, 2012 Salary	Explanation
Hintz, Nancy	Executive Assistant	Labour, Citizens' Serv & Open Gov	\$61,560	Executive Assistant	Forests Lands Natural Res Ops	\$61,560	ZZ's
Murry, Sean	Ministerial Assistant	Min of Environment	\$66,150	Executive Assistant	Forests Lands Natural Res Ops	\$64,980	
MacInnis, Matthew	Communications Coordinator	Office of the Premier	\$80,325	Ministerial Assistant	Jobs, Tourism & Innovation	\$85,050	
Lee, Michael			\$0	Executive Assistant	Jobs, Tourism & Innovation	\$54,720	
Ehl, Cameron	Executive Assistant	Forests and Lands	\$51,300	Executive Assistant	Jobs, Tourism & Innovation	\$54,720	
Parhar, Tejindar	Ministerial Assistant	Forests Lands Natural Res Ops	\$70,875	Ministerial Assistant	Jobs, Tourism & Innovation	\$80,325	
McLaughlin, Joel	Ministerial Assistant	Ministry of Justice AG	\$80,325	Ministerial Assistant	Jobs, Tourism & Innovation	\$89,775	
Plant, Graham			\$0	Executive Assistant	Labour, Citizens' Serv & Open Gov	\$51,300	
Dick, Joan L.	Ministerial Assistant	Min of Environment	\$85,050	Ministerial Assistant	Labour, Citizens' Serv & Open Gov	\$89,775	
Ewens, Barbara			\$0	Ministerial Assistant	Min Comm, Sport, Cultural Dev	\$80,325	
Marsh, Kyle A			\$0	Executive Assistant	Min Comm, Sport, Cultural Dev	\$51,300	
Stickney, Matthew			\$0	Ministerial Assistant	Min Comm, Sport, Cultural Dev	\$70,875	
Lewis, Christine	Ministerial Assistant	Labour, Citizens' Serv & Open Gov	\$70,875	Ministerial Assistant	Min Comm, Sport, Cultural Dev	\$80,325	
Holme, Matthew	Executive Assistant	Min Comm, Sport, Cultural Dev	\$58,140	Executive Assistant	Min Comm, Sport, Cultural Dev	\$58,140	
Brown, Cayley	Executive Assistant	Min of Aboriginal Rel & Recon	\$54,720	Executive Assistant	Min of Aboriginal Rel & Recon	\$61,560	
Costa, Frank	Ministerial Assistant	Social Development	\$80,325	Ministerial Assistant	Min of Aboriginal Rel & Recon	\$85,050	
Richmond, Valerie	Ministerial Assistant	Advanced Education	\$85,050	Ministerial Assistant	Min of Child & Family Dev	\$85,050	
Bill, Karen F	Executive Assistant	Ministry of Justice SG	\$61,560	Executive Assistant	Min of Child & Family Dev	\$61,560	
Loiacono, Sabrina	Executive Assistant	Ministry of Agriculture	\$54,720	Executive Assistant	Min of Environment	\$61,560	
Giddens, Kiel	Executive Assistant	Ministry of Labour	\$51,300	Ministerial Assistant	Min of Environment	\$66,150	
Anastasiadis, Katerina Soutana			\$0	Executive Assistant	Min of Trans & Infrastructure	\$51,300	
Denney, James			\$0	Ministerial Assistant	Min of Trans & Infrastructure	\$89,775	
Kapac, Martina	Executive Assistant	Min of Science & Universities	\$61,560	Executive Assistant	Min of Trans & Infrastructure	\$61,560	
Delisle, Corrie	Executive Assistant	Ministry of Health	\$61,560	Ministerial Assistant	Min of Trans & Infrastructure	\$70,875	
Senko, Raymond John	Ministerial Assistant	Ministry of Agriculture	\$85,050	Ministerial Assistant	Ministry of Agriculture	\$85,050	
Smukowich, Don	Executive Assistant	Social Development	\$64,980	Executive Assistant	Ministry of Agriculture	\$64,980	
Dawson, Ken			\$0	Ministerial Assistant	Ministry of Education	\$94,500	
Sandve, Christopher			\$0	Executive Assistant	Ministry of Education	\$61,560	
Dickinson, Carolyn			\$0	Executive Assistant	Ministry of Finance	\$54,720	
Richards, Joanna	Ministerial Assistant	Ministry of Finance	\$89,775	Ministerial Assistant	Ministry of Finance	\$89,775	
Howard, Samantha	Ministerial Assistant	Ministry of Health	\$85,050	Ministerial Assistant	Ministry of Finance	\$94,500	
Sutherland, Aaron	Executive Assistant	Ministry of Health	\$51,300	Ministerial Assistant	Ministry of Finance	\$66,150	
Manning, John			\$0	Executive Assistant	Ministry of Health	\$58,140	
Rana, Shazia			\$0	Executive Assistant	Ministry of Health	\$51,300	
Maksymetz, Richard			\$0	Ministerial Assistant	Ministry of Health	\$94,500	
Miniaci, Mario			\$0	Executive Assistant	Ministry of Health	\$51,300	
Wright, Jennifer	Executive Assistant	Ministry of Health	\$61,560	Ministerial Assistant	Ministry of Health	\$70,875	
Ritchie, David			\$0	Ministerial Assistant	Ministry of Justice AG	\$70,875	
Kerr, Carleen	Executive Assistant	Jobs, Tourism & Innovation	\$54,720	Executive Assistant	Ministry of Justice AG	\$58,140	
Wolford, Jessica			\$0	Executive Assistant	Ministry of Justice SG	\$58,140	
Coburn, Lindsay	Ministerial Assistant	Ministry of Education	\$70,875	Ministerial Assistant	Ministry of Justice SG	\$80,325	

FOI Inquiry - Executive and Ministerial Assistants

Name	Feb 28, 2011 Title	Feb 28, 2011 Business Unit	Feb 28, 2011 Salary	Mar 16, 2012 Title	Mar 16, 2012 Business Unit	Mar 16, 2012 Salary	Explanation
Owens, Alicia			\$0	Executive Assistant	Social Development	\$58,140	ZZ's
MacLean, Debra	Ministerial Assistant	Min of Child & Family Dev	\$80,325	Ministerial Assistant	Social Development	\$80,325	
Davis, Richard	Ministerial Assistant	Energy and Mines	\$70,875				
Fisher, Kiersten	Executive Assistant	Energy and Mines	\$61,560				
Tupper, Chris	Ministerial Assistant	Energy and Mines	\$80,325				
Dley, Stacie	Executive Assistant	Energy and Mines	\$54,720				
Harrison, Michael	Ministerial Assistant	Jobs, Tourism & Innovation	\$89,775				
MacLean, J. Ian	Ministerial Assistant	Min Comm, Sport, Cultural Dev	\$85,050				
Douglas, Marc	Ministerial Assistant	Min of Aboriginal Rel & Recon	\$70,875				
Smollett, Debbie	Ministerial Assistant	Min of Science & Universities	\$80,325				
Hodge, Jessica	Executive Assistant	Min of Trans & Infrastructure	\$58,140				
Crawford, Michael	Executive Assistant	Min of Trans & Infrastructure	\$64,980				
Steinbach, Christopher	Executive Assistant	Ministry of Education	\$61,560				
Randall, Fraser	Ministerial Assistant	Ministry of Health	\$94,500				
Williams, Raechelle	Ministerial Assistant	Ministry of Justice SG	\$70,875				
Phillips, June L.	Executive Assistant	Social Development	\$61,560				