

**CONFIDENTIAL
GCPE-FIN ISSUE NOTE**

Ministry of Finance
Date: July 23, 2013

Minister Responsible: Michael de Jong

**FIN DM/ADM salaries –
Public Accounts**

ADVICE AND RECOMMENDED RESPONSE:

- **Compensation levels for deputy and assistant deputy level staff in my ministry are consistent with the current compensation framework.**
- **These employees are responsible for managing very complex areas of government and ensuring British Columbians are getting the best value for their tax dollars.**
- **These individuals and the teams they lead provide exceptional service for British Columbians and it is their hard work and dedication that has helped us return to balanced budgets.**

IF ASKED ABOUT COMPENSATION LEVELS:

- **The compensation framework for deputy ministers and assistant deputy ministers has not changed since it was last updated in August 2008.**
- **The established salary range for deputy and associate deputy ministers is \$190,000 - \$299,215. For assistant deputy ministers, the salary range is \$110,000 - \$195,000.**
- **For deputy and associate deputies, movement within their salary range is not automatic. Staff move up in their salary range in recognition of exceptional performance and acknowledged higher levels of responsibility.**
- **Any salary increases for staff are done within the existing budget envelope. However, salaries have remained frozen since September 2012, when government implemented a salary freeze for all public sector management.**
- **As well, salaries for all deputy and assistant deputy minister level staff across government are subject to a 10 per cent holdback.**

KEY FACTS REGARDING THE ISSUE:

On July 23, 2013, government released Public Accounts 2013, which includes salary details for deputy ministers and assistant deputy ministers.

The minister may be asked why salaries for DM and ADM level staff in the Ministry of Finance are at the levels they are.

Compensation levels for deputy and assistant deputy level staff in the Ministry of Finance is consistent with the current compensation framework.

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In September 2012, government implemented a salary freeze for all public sector management.

All deputy and assistant deputy ministers' salaries are subject to a holdback. A five per cent executive holdback for deputy ministers, associate deputy ministers and assistant deputy ministers was first introduced in fiscal 2006/07. In 2008, the holdback amount was increased to 10 per cent.

BACKGROUND:

Top five DM and ADM 2012/13 compensation for Ministry of Finance:

- Deputy Minister of Finance Peter Milburn - \$249,230. This ranks third highest among all DMs across government.
- FICOM CEO and Superintendant Carolyn Rogers - \$214,981.
- ADM Provincial Treasury James Hopkins - \$189,854
- ADM and COO Crown Reviews Sheila Taylor - \$187,872 – now DM at SDSI
- Vice President PSEC Tom Vincent - \$173,060

Top four DM and ADM 2012/13 compensation for Public Service Agency:

- ADM Employee Relations Bert Phipps - \$226,003 (now retired)
- Head of the Public Service Agency Lynda Tarras - \$198,002
- ADM Service Operations Laurie Duncan - \$140,777
- ADM Talent Management Deborah Bowman - \$137,547

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