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## 2020 EXECUTIVE COMPENSATION BC LIQUOR DISTRIBUTION BRANCH

The Liquor Distribution Branch follows the BC Public Service Compensation policy and guidelines as outlined below:

### Compensation Philosophy

The executive compensation approach will provide staff with a competitive total compensation package to attract and retain a qualified, diverse and engaged workforce that strives to achieve high levels of performance in delivering government services to the people of B.C. The compensation philosophy outlines the BC Public Service's objectives and guiding principles for compensation for deputy ministers, associate deputy ministers and assistant deputy ministers.

### Objectives

The objectives of the BC Public Service compensation philosophy are to:

1. Support and retain individuals who demonstrate the BC Public Service values and skills needed to achieve the objectives of government.
2. Attract qualified, diverse and high-potential individuals to the BC Public Service.
3. Support the development of a performance-based culture by providing incentives for employees to achieve results and exhibit superior performance.

### Guiding Principles

The following principles guide the design, implementation and administration of BC Public Service compensation programs:

- Differentiation: Differentiation of salary is supported where there are differences in the scope of the position within a ministry or corporate context, and/or due to superior individual or team contributions.
- Performance: Compensation programs support and promote a performance-based organizational culture.
- Transparent: Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public, while at the same time protecting individual personal information.
- Accountable: Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

### Guidelines for Administration

#### **Market Comparators**

The BC Public Service has identified the primary competitors for talent as:

1. BC public sector organizations (including Crown corporations, the health sector, the education sector, community social services, regional governments, municipalities, and various other public bodies);
2. Other provincial jurisdictions and the federal government (excluding northern territory jurisdictions); and
3. The private sector.

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### **Executive Compensation**

The province's target position for executive compensation in the public sector market is to be from 3rd to 5th nationally amongst the provincial and federal governments. A determination is made respecting the appropriate ranking based on demographic and labour market trends, and economic variables.

Under the model introduced in 2008, the maximum attainable salary for BC Public Service deputy ministers and for assistant deputy ministers is to be third among provinces and the federal government. Base pay for executives included a salary holdback that was tied to leading human resources to corporate outcomes.

In October 2018, holdbacks were discontinued and Executive Salary Ranges were updated; however, the maximum of the executive salary range remains \$299,215 for BC Public Service deputy ministers and \$348,600 for the Deputy Minister to the Premier.

The maximum achievable salaries for executives under the framework approved by Cabinet in 2008 was set at 83 per cent of federal equivalent levels, which reflects the recommendation of a 2001 analysis by the consulting firm Watson Wyatt.

### **Internal Relativity and Differentiation**

Base pay is typically set at levels within scope of comparable positions within the BC Public Service. Differentiation of base pay reflects:

- Differences in the scope and responsibility of the work assignment in a corporate context;
- Recruitment and retention pressures;
- Emphasis on specific talent or unique skills that ministries require in order to meet service plan priorities; and
- Relative performance in achieving work goals and objectives.
- Relative experience in leadership roles

### **Performance Based In-Range Movement**

Performance based in-range movement provides the opportunity for Deputy Ministers to propose increases to their executives' salary over time, based on an annual review of their performance in their position. Performance based in-range increases are not an annual entitlement but are earned by demonstrating good and superior performance during the performance period and in the absence of government expenditure restrictions.

### **Leave Provisions**

Deputy Ministers and Associate Deputy Ministers receive one additional week of vacation supplementary to the leave entitlements provided to all excluded managers in the BC public service.

**Liquor Distribution Branch**

**Summary Compensation Table at 2020**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Robert Blain Lawson, General Manager & CEO	\$ 204,867	-	\$ 10,616	\$ 19,952	\$ 23,558	\$ 258,993	\$ 267,420	\$ 243,774
Roger Bissoondatt, Chief Financial Officer (CFO)	\$ 152,337	-	\$ 4,101	\$ 14,837	\$ 11,362	\$ 182,637	\$ 175,343	\$ 166,267
Todd Cooper, Executive Director, Wholesale Operations	\$ 152,337	-	\$ 8,945	\$ 14,837	\$ 4,796	\$ 180,915	\$ 179,680	\$ 161,369
Gayle Corah, Executive Director Cannabis Operations	\$ 68,029	-	\$ 6,264	\$ 6,701	-	\$ 80,994		
Michael Procopio, Executive Director, Retail Operations	\$ 152,337	-	\$ 4,100	-	\$ 18,560	\$ 174,997	\$ 184,731	\$ 163,963
Michael Tan, Executive Director, Cannabis Operations	\$ 11,327	-	\$ 1,522	\$ 1,095	\$ 12,972	\$ 26,916	\$ 165,022	\$ 8,883
Jeffrey Ring, Director Supply Chain, Cannabis Operations	\$ 128,400	-	\$ 8,183	\$ 12,648	\$ 8,842	\$ 158,073		

**Summary Other Compensation Table at 2020**

<b>Name and Position</b>	<b>All Other Compensation</b>	<b>Severance</b>	<b>Vacation Payout</b>	<b>Paid Leave</b>	<b>Vehicle / Transportation Allowance</b>	<b>Perquisites / Other Allowances</b>	<b>Other</b>
Robert Blain Lawson, General Manager & CEO	\$ 23,558	-	\$ 23,558	-	-	-	-
Roger Bissoondatt, Chief Financial Officer (CFO)	\$ 11,362	-	\$ 11,362	-	-	-	-
Todd Cooper, Executive Director, Wholesale Operations	\$ 4,796	-	\$ 4,796	-	-	-	-
Gayle Corah, Executive Director Cannabis Operations	-	-	-	-	-	-	-
Michael Procopio, Executive Director, Retail Operations	\$ 18,560	-	\$ 18,560	-	-	-	-
Michael Tan, Executive Director, Cannabis Operations	\$ 12,972	-	\$ 12,972	-	-	-	-
Jeffrey Ring, Director Supply Chain, Cannabis Operations	\$ 8,842	-	\$ 8,842	-	-	-	-

**Notes**

Robert Blain Lawson, General Manager & CEO	<b>General Note:</b> Effective October 1, 2018, past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for the Liquor Distribution Branch executives. Holdbacks amounts related to fiscal year 2017-18 performance and period of April to September 2018 were disclosed in reporting period ending March 31, 2019. The annual salary for Robert Blain Lawson effective July 1, 2019 is \$204,687. This represents a 3% increase.
Roger Bissoondatt, Chief Financial Officer (CFO)	<b>General Note:</b> Effective October 1, 2018, the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for the Liquor Distribution Branch Executives, as well as other executives in the public sector. Holdback amounts related to fiscal 2017-18 performance and period of April to September 2018 were paid and disclosed in reporting year ending March 31, 2019. The annual salary for Mr. Roger Bissoondatt effective July 1, 2019 is \$152,337. This represents a 3% increase.
Todd Cooper, Executive Director, Wholesale Operations	<b>General Note:</b> Effective October 1, 2018, the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for Liquor Distribution Branch Executives, as well as other executive of the public sector. Holdback amounts related to fiscal year 2017-18 performance and period of April to September 2018 were paid and disclosed in reporting period of ending March 31, 2019. The annual salary for Todd Cooper effective July 1, 2019 is \$152,337. This represents a 3% increase.
Gayle Corah, Executive Director Cannabis Operations	<b>General Note:</b> Ms. Gayle Corah hired on October 15, 2019.
Michael Procopio, Executive Director, Retail Operations	<b>General Note:</b> Effective October 1, 2018 the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum holdback was eliminated for the Liquor Distribution Branch Executive. Holdback amounts related to fiscal year 2017-18 performance and for the period of April to September 2018 were paid and disclosed in reporting period ending March 31, 2019. The annual salary for Michael Procopio effective July 1, 2019 is \$152,337. This represents an increase of 3%.
Michael Tan, Executive Director, Cannabis Operations	<b>General Note:</b> Mr. Michael Tan resigned from the BC Liquor Distribution Branch on April 20, 2019
Jeffrey Ring, Director Supply Chain, Cannabis Operations	<b>General Note:</b> Mr. Jeffrey Ring was the Acting Executive Director Cannabis Operations for the period of April 8, 2019 to October 31, 2019 with a base salary of \$ 75, 391. Mr. Jeffrey Ring returned to his base position on November 1, 2019 upon the hire of Ms. Gayle Corah on October 15, 2019.