

June 17, 2021

File №:9625-08 ECD

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

Dear John Davison:

**Re: Royal BC Museum Corporation  
Executive Compensation Disclosure – 2020/21**

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, 2020 – March 31, 2021.

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,



Dr. Daniel Muzyka  
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 \$72 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 (2020/21) – Royal BC Museum

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### 2020/21 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 PreAdoption 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 2020/21 FY the following positions are being reported as having a base salary of \$125,000 or greater:

Chief Executive Officer, Professor Jack Lohman (last day February 12, 2021)  
Deputy CEO and Vice President Collections, Research and International Programs, Joanne Orr (last day January 29, 2021)  
Chief Financial Officer and Vice President Corporate Finance, Melissa Sands  
Vice President, Advancement, Mischelle vanThiel  
Chief Operating Officer, Gary Lacey  
A/Vice President, Operations (former COO position), Erika Stenson (first day December 7, 2020)  
A/Vice President, Collections and Research, David Alexander (first day January 19, 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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**Royal BC Museum**

**Summary Compensation Table at 2021**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Muzyka Daniel, Interim CEO	\$ 35,200	-	-	-	-	\$ 35,200		
Jack C Lohman, Chief Executive Officer	\$ 180,565	-	\$ 16,335	\$ 17,786	-	\$ 214,686	\$ 210,371	\$ 207,252
David Alexander, Acting Vice President, Collections and Research	\$ 135,939	-	\$ 13,765	\$ 13,390	-	\$ 163,094		
Gary Lacey, Chief Operating Officer	\$ 137,556	-	\$ 12,780	\$ 13,549	-	\$ 163,885	\$ 161,559	
Joanne Orr, Deputy CEO and Vice President, Collections Research and International Programs	\$ 145,513	-	\$ 13,869	\$ 14,333	-	\$ 173,715	\$ 173,517	\$ 85,721
Melissa Sands, Chief Financial Officer and Vice President of Corporate Finance	\$ 145,939	-	\$ 13,898	\$ 14,339	-	\$ 174,176	\$ 173,743	\$ 197,490
Erika Stenson, Acting Vice President, Museum Operations	\$ 124,796	-	\$ 12,855	\$ 12,292	-	\$ 149,943		
Mischelle vanThiel, Vice President, Inclusion and Community Engagement & Deputy CEO	\$ 145,401	-	\$ 13,861	\$ 14,322	-	\$ 173,584	\$ 172,365	\$ 57,733



**Notes**

Muzyka Daniel, Interim CEO	<b>General Note:</b> On contract as CEO until position filled (anticipate Dec 1/21)
Jack C Lohman, Chief Executive Officer	<b>General Note:</b> Actual salary includes \$160,131 in salary paid from Apr 1/20 to Feb 14/21 and \$20,434 in salary continuance paid from Feb 15/21 to Mar 31/21. Total of 78.4 weeks severance to be paid as Salary continuance from Feb 12/21 - Oct 14/22. \$20,434 paid Feb 15/21 – Mar 31/21 (plus \$2,826 benefits, \$2,013 pension) \$177,013 to be paid April 1/21 – Mar 31/22 (plus \$17,216 benefits, \$17,444 pension) \$98,763 to be paid April 1/22 – October 14/22 (plus \$11,393 benefits, \$9,728 pension) Jack Lohman also received \$56,874.93+GST through a service contract with the Royal BC Museum Foundation (non-public sector organization) for services rendered in 2020/21. Change in salary between 2019/20 to 2020/21 is due to an April 1, 2019 salary increase (2%) not processed until May 15, 2020, resulting in a retroactive payment of \$3,740.52
David Alexander, Acting Vice President, Collections and Research	<b>General Note:</b> David's base position is Head of Partnerships, IT & Digital. Effective April 1, 2019, base salary was increased for a Developmental Assignment from \$107,100 to \$120,768 with a retro payment of \$1,642.04 processed on March 19/21. On Jan 19/21 he began a TA as VP Collections and Research. Base salary reported includes \$89,352.90 for [base position], \$20,666.52 retro pay for development assignment in base position and \$25,919.58 for TA/VP position.
Gary Lacey, Chief Operating Officer	<b>General Note:</b> First full year in position.
Joanne Orr, Deputy CEO and Vice President, Collections Research and International Programs	<b>General Note:</b> Actual salary includes \$125,940 in salary paid from Apr 1/20 to Jan 29/21 and \$19,573 in salary continuance paid from Feb 1/21 to Mar 31/21. Total of 57.2 weeks severance to be paid as Salary continuance from Feb 1/21 - Mar 8/22. \$23,208 paid Feb 1/21 – Mar 31/21 (\$2,431 benefits, \$24,566 pension) \$136,734 to be paid April 1/21 – Mar 8/22 (\$13,975 benefits, \$13,468 pension) Joanne Orr will also receive \$25,000 as part of severance for relocation. This will be paid January 2022.
Melissa Sands, Chief Financial Officer and Vice President of Corporate Finance	
Erika Stenson, Acting Vice President, Museum Operations	<b>General Note:</b> Note - on Temporary Assignment as acting Vice President. TA started Dec 7/20. Base position salary is \$120,768 Actual base salary field includes: \$83,234.16 for base position; \$41,561.84 for acting position
Mischelle vanThiel, Vice President, Inclusion and Community Engagement & Deputy CEO	