



August 31, 2020

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SENT VIA EMAIL

Dear Alan Chell:

As you know, the COVID-19 pandemic has challenged and changed our province, and the Government is doing everything it can to invest in people, businesses and communities to see them through the pandemic and build back better.

At our July fiscal update, I provided new information about the impact the pandemic has had on the province's fiscal plan, and on employment, consumer and business behaviour. We are still dealing with a high level of uncertainty regarding the magnitude and duration of the economic decline caused by the pandemic.

It is too soon to speculate on the length of time it will take to return to a scenario where our economy is back to pre-pandemic levels of activity. We do know that many working people in our province have not fared as well as others. That is why we have introduced amendments to the *Economic Stabilization Act* to ensure that we have the resources and flexibility we need to support British Columbians and businesses during the COVID-19 pandemic, as well as the start of economic recovery. We will all have to do our part, however, to assist in getting B.C. back into shape in the months ahead.

As such, you can expect a comprehensive economic recovery plan in September and an initial review of the impact of relief measures taken so far. Today, the Province's Public Accounts for the 2019/20 fiscal year will be released. Consistent with past practice, the annual executive compensation disclosure will be also part of that release.

Additionally, I will announce a direction for a policy to freeze executive compensation for the 2020/21 performance year. Effective today, public sector employers currently subject to compensation plans under the *Public Sector Employers Act* will be required to amend their plans to indicate there will be no increases or adjustments paid to executive-level employees for the 2020/21 performance year.

The amended plans must be submitted to the Public Sector Employers' Council Secretariat by October 31, 2020 for approval. In cases where executives are covered by individual contracts, Boards must acknowledge that no performance increases or adjustments will be actioned by

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them for the 2020/21 performance year. The executive compensation freeze policy applies to Crown agency CEOs, Vice Presidents, and comparable executive roles within your organization.

I recognize that while this direction applies to all executive-level positions within school districts, Superintendent compensation is determined solely by Boards of Education. I am confident that Boards will see the value in ensuring this policy direction is applied equitably across all executive positions in the school system and that Superintendent compensation will, like other executives in the public sector, not be increased during this time.

I believe the leaders and key decision-makers of our public sector, those we depend on to ensure the smooth operation and provision of services to people, understand the challenges ahead and the important steps we need to take to support B.C.'s economic recovery. In advance, I want to thank our public sector CEOs and executives for their exceptional leadership in these unprecedented times, and your continued efforts in supporting B.C.'s response to the pandemic.

Sincerely,

A handwritten signature in blue ink that reads "Carole James". The signature is written in a cursive, flowing style.

Carole James
Minister and Deputy Premier