

### Executive Staff Compensation Summary (unaudited)

Paid in the period April 1, 2024 to September 30, 2024 [Note 1, 8]

Executive Staff	Position	Salary	Benefits	Pension	All Other Compensation (expanded below)	2024/25 YTD Compensation	2023/24 YTD Compensation
<b>Note 1</b>	<b>Note 1</b>		<b>Note 3</b>	<b>Note 4</b>			<b>Note 2,9</b>
Humphrey, Kathy	Executive Financial Officer	\$ 107,298	\$ 3,845	\$ 10,569	\$ 79	\$ 121,791	\$ 116,605
Jassar, Daisy	Chief Human Resources Officer	\$ 101,606	\$ 4,026	\$ 10,008	\$ -	\$ 115,640	\$ 109,587
Robitaille, Ray	Sergeant-at-Arms	\$ 82,016	\$ 4,855	\$ 8,629	\$ 5,587	\$ 101,087	\$ -
Ryan-Lloyd, Kate	Clerk	\$ 156,680	\$ 3,525	\$ 15,433	\$ -	\$ 175,638	\$ 169,666
Seo, S. Suzie	Law Clerk and Parliamentary Counsel	\$ 130,851	\$ 3,568	\$ 12,889	\$ 11,122	\$ 158,430	\$ 141,519
Sogomonian, Artour	Clerk Assistant, Parliamentary Services	\$ 100,392	\$ 4,063	\$ 9,889	\$ 350	\$ 114,694	\$ 106,224
Spence, Andrew	Chief Information Officer	\$ 105,249	\$ 3,842	\$ 10,367	\$ 1,021	\$ 120,479	\$ 116,253
<b>Total</b>		<b>\$ 784,092</b>	<b>\$ 27,724</b>	<b>\$ 77,784</b>	<b>\$ 18,159</b>	<b>\$ 907,759</b>	<b>\$ 759,854</b>

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Executive Staff	Position	All Other Compensation	Severance	Vacation Payout	Other
Note 1	Note 1		Note 5	Note 6	Note 7
Humphrey, Kathy	Executive Financial Officer	\$ 79	\$ -	\$ -	\$ 79
Jassar, Daisy	Chief Human Resources Officer	\$ -	\$ -	\$ -	\$ -
Robitaille, Ray	Sergeant-at-Arms	\$ 5,587	\$ -	\$ -	\$ 5,587
Ryan-Lloyd, Kate	Clerk	\$ -	\$ -	\$ -	\$ -
Seo, S. Suzie	Law Clerk and Parliamentary Counsel	\$ 11,122	\$ -	\$ 10,101	\$ 1,021
Sogomonian, Artour	Clerk Assistant, Parliamentary Services	\$ 350	\$ -	\$ -	\$ 350
Spence, Andrew	Chief Information Officer	\$ 1,021	\$ -	\$ -	\$ 1,021
<b>Total</b>		<b>\$ 18,159</b>	<b>\$ -</b>	<b>\$ 10,101</b>	<b>\$ 8,058</b>

*The accompanying notes included below form an integral part of this report.*

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**Notes - General**

- Note 1 Details of compensation paid to the Assembly’s executive team are published on a quarterly basis. At the time of this report, the executive team was composed of the Chief Human Resources Officer, the Clerk, the Law Clerk and Parliamentary Counsel, the Clerk Assistant, Parliamentary Services, the Chief Information Officer, the Executive Financial Officer, and Sergeant-at-Arms.
- Note 2 The amounts contained in this report are not expected to match those found in the *Public Accounts* as not all benefits are included in that report.
- Note 3 Benefits  
This category includes the combined dollar value of employer-paid statutory and non-statutory benefits such as Canada Pension Plan (CPP) premiums where applicable, Employment Insurance (EI) premiums, Workers Compensation Board (WCB) premiums, Employer Health Tax (EHT) costs, and group life insurance premiums. Extended health and dental benefits are not included in this total as the Assembly does not receive individualized statements on payment of benefit costs for privacy reasons.
- Note 4 Pension  
All eligible Assembly employees participate in the BC Public Service Pension Plan (the Plan). The balance shown is the Assembly’s contribution to the Plan, which is a flat rate of 9.85% of each employee’s salary.
- Note 5 Severance  
This category includes any severance paid as a lump sum or salary continuance, pension and benefits that are attributable to the termination arrangements of an employee.
- Note 6 Vacation Payout  
Eligible Assembly employees receive an annual vacation entitlement which increases based on years of service or seniority of position. An employee who has unused vacation days for a calendar year may opt to be paid out or have a portion carried over and used as vacation in the year immediately following.
- Note 7 Other  
This category includes any other property or personal benefit provided such as retirement allowances, parking taxable benefits, fitness reimbursements, and contractual payments.
- Note 8 The disclosures in this report are consistent with the Public Sector Executive Compensation Disclosure Statements for school districts, post-secondary institutions, health authorities, and crown agencies.
- Note 9 Executive Staff Specific

Executive Staff	Position	Notes
Robitaille, Ray	Sergeant-at-Arms	Ray Robitaille holds the position of Sergeant-at-Arms in Both 2023/24 and 2024/25. As of September 24, 2024, the Sergeant-at-Arms position has been elevated from a director-level to an executive-level position and a member of the Clerk's Leadership Group. The 2024/25 compensation figure includes payments since April 1, 2024. The 2023/24 compensation is not disclosed as the position of Sergeant-at-Arms was not at the executive level in the year.