

**THE WORKERS' COMPENSATION BOARD****SPECIAL MEETING OF THE  
BOARD OF DIRECTORS****MINUTES**

<b>DATE:</b>	July 14, 2022
<b>PLACE:</b>	Microsoft Teams
<b>TIME:</b>	10:00 a.m. to 10:30 a.m.

**BOARD MEMBERS**

Erna Ference, Chair  
Raymond Block, Member  
Brian Frank, Member  
Brian McConkey, Member  
Shawna Miller, Member

**Excused:**

Mike Boyle, Member  
Mary Phillips-Rickey, Member

**EXECUTIVE**

Roxy Shulha-McKay, Vice President, Employee & Corporate Services \*

\* excused for item 4

---

## Board of Directors

---

The Chair called the meeting to order at 10:00 a.m.

1. **Agenda**

The agenda as distributed was approved.

2. **Proposed Motions**

The list of proposed motions was received for information.

3. **Human Resource and Governance Committee**

The committee chair provided a report on the committee's recent meeting.

3.1 **2022 President and CEO Compensation Review**

The Human Resource and Governance Committee is responsible to recommend to the Board of Directors base salary increases for the President.

With the enactment of the *Reform of Agencies, Boards and Commissions Compensation Act* (RABCCA) and subsequent regulations that came into effect March 16, 2017, a new peer group and salary band was established for the President. Further to this, as of April 1, 2017, the Government of Alberta put into place salary restraint regulations that included all agencies, boards and commissions, and therefore the President of the WCB. That restraint was in place when the current President was hired March 18, 2019, along with the constraint imposed on the Board of Directors that its authority to approve base salary for the President stopped at the midpoint.

As of July 1, 2022, this restraint was replaced by an interim order allowing modest increases to base pay retroactive to April 1, 2022. Constraints with this order include that any individual increase not exceed 5% and the total of all increases must be within 3% of the total base compensation budget of an organization. Positive news included that the order allows the Board of Directors to approve movement beyond the midpoint without obtaining further exemptions or approval from the Minister or Treasury Board & Finance and that increases beyond 5% can occur in situations of promotion, compression and **inversion**. Inversion has been an issue with the CEO base salary since his hiring.

On management's request, Hexarem, Inc., the independent external executive compensation expert, completed a market update of the appropriateness of any base salary increase for the President. The research conducted by Hexarem shows the impact of various increases with respect to the continued issue of inversion. The \* option provided fixes the inversion problem and remains within the maximum of the range (\$396,720).

---

**Board of Directors**

---

**MOTION**  
2022/04/12

It was moved that,

The Board of Directors approves an increase of \* to  
the base salary of the President and CEO to  
\* effective April 1, 2022.

**CARRIED**

\*[personal information withheld]

4. **In Camera**

The Board of Directors held an *in camera* session.

There being no further business, the meeting ended at 10:30 a.m.