



June 1, 2022

John Davison
President and Chief Executive Officer
Public Sector Employers' Council Secretariat
Suite 210-880 Douglas Street
Victoria, British Columbia V8W 2B7

Dear Mr. Davison:

**Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33
2021/22 Statement of Executive Compensation for BC Transit**

As requested, BC Transit has now completed its 2021/22 Statement of Executive Compensation as set out in the Public Sector Employers Act.

The information includes a detailed breakdown of all compensation provided to the President and Chief Executive Officer and named Executive Officers of the organization. They include current incumbents:

- Erinn Pinkerton, President and Chief Executive Officer
- Tim Croyle, Vice President Operations and Chief Operating Officer
- Aaron Lamb, Vice President Asset Management
- Christy Ridout, Vice President Business Development
- Roland Gehrke, Vice President Finance and Chief Financial Officer
- Greg Conner, Vice President People and Culture
- Laura-Lea Berna, Vice President Information Technology and Chief Information Officer

An explanation of BC Transit's executive compensation, along with analysis and compensation philosophy has been uploaded to the LIGER database as outlined in the Public Sector Executive Compensation Reporting Guidelines.

As the Board Chair for BC Transit, I confirm that the Board is aware of the executive compensation earned in fiscal year 2021/22 and verify that the compensation provided falls within the approved compensation plans.

If you have any questions regarding this statement, please contact Melissa Zimmerman, Acting Vice President, People and Culture at (250) 216-0174 for clarification on any of the information provided.

Sincerely,

A handwritten signature in blue ink that reads "Catherine Holt".

Catherine Holt
Board Chair

Attachments: BC Transit Compensation Philosophy
BC Transit Executive Compensation Disclosure



BC Transit Exempt Compensation Philosophy

BC Transit has a mandate to maximize the efficient and cost-effective use of resources in the provision of safe, innovative and customer-oriented services to meet present and evolving market demands. BC Transit plans and delivers transit services that meet local land use and growth priorities, while furthering the development of safe, healthy communities and a sustainable environment. Compensation is an important tool used by BC Transit to attract, motivate and retain employees with the requisite skills, experience and commitment necessary to achieve the organization's strategic business goals.

The goal of BC Transit is to provide a competitive, fair, equitable and performance-based total compensation program for its employees. Compensation programs are designed to attract, retain and motivate employees.

BC Transit's compensation philosophy and plan are aligned to the common compensation philosophy for the British Columbia Public Sector and *Taxpayer Accountability Principles* regarding appropriate compensation.

BC Transit's compensation philosophy embodies the following four core principles:

- **Performance** – BC Transit's compensation program supports and promotes a performance-based culture, where performance is assessed annually against key performance indicators (KPIs) found in its three-year business strategy and annual operating plan.
- **Differentiation** – differentiation of salary is supported and applied when clear differences exist in position scope and responsibility, individual experience and/or expertise, the organization's ability to recruit or performance.
- **Accountability** – compensation decisions are objective and based upon clear and well documented rationales that demonstrate the appropriate expenditure of public funds. BC Transit's compensation program is approved by PSEC. Annual remuneration for the Chief Executive Officer (CEO) is governed by BC Transit's Board of Directors and is based on the achievement of specified performance objectives.
- **Transparency** – BC Transit's compensation program is designed, managed and communicated in a manner that ensures it is clearly understood by employees and the public while protecting individual personal information.

In addition to the four core principles above, BC Transit's compensation program is designed to meet certain key objectives:

1. **Merit-based** – we will differentiate compensation based on performance where operationally feasible
2. **External Equity** – we strive to ensure that our base salaries reflect relevant/comparable market rates. Our goal is to align with the market median (i.e. 50th percentile).
3. **Internal Equity** – as a starting point, we strive to ensure that positions of equal value are payed equally. While actual pay may be different due to an employee's experience, expertise and/or performance, the starting point should always be the same for positions that hold the same value

(i.e. have similar scope, responsibility, contribution to organizational goals, budget oversight, supervision, etc.).

In addition to base salary starting points, salary ranges will also reflect the internal value of each position.

A position's internal value is determined through the ongoing job evaluation process.

4. **Relevant comparators** – the “market” is defined as comparable crown corporations of similar size and complexity, the BC Public Service, and private sector comparisons as required.
5. **A “total rewards” perspective** – we communicate a holistic view of rewards to staff and leadership that includes base compensation (salary and benefits) along with development, recognition, and other quantifiable rewards that are provided to employees.
6. **Focus on Business** – all components of compensation programs must be consistent with BC Transit's strategic goals and organizational objectives, while reflecting the financial realities and service delivery requirements of the Corporation.

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Erinn Pinkerton, President and Chief Executive Officer	\$ 283,785	-	\$ 12,450	\$ 27,953	\$ 8,593	\$ 332,781	\$ 323,689	\$ 311,183
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 182,761	-	\$ 12,308	\$ 18,467	\$ 1,200	\$ 214,736	\$ 192,941	\$ 176,321
Gregory Conner, Vice President, People and Culture	\$ 190,887	-	\$ 12,947	\$ 19,068	\$ 2,693	\$ 225,595	\$ 226,676	\$ 218,019
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 199,896	-	\$ 12,906	\$ 19,690	\$ 8,814	\$ 241,306	\$ 241,551	\$ 44,860
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 194,720	-	\$ 12,117	\$ 19,180	\$ 15,304	\$ 241,321	\$ 235,794	\$ 144,965
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 196,059	-	\$ 12,840	\$ 19,310	\$ 11,417	\$ 239,626	\$ 239,587	\$ 221,647
Christy Ridout, Vice President, Business Development	\$ 185,055	-	\$ 12,904	\$ 18,228	\$ 1,890	\$ 218,077	\$ 214,224	\$ 210,664

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Erinn Pinkerton, President and Chief Executive Officer	\$ 8,593	-	-	-	\$ 7,393	-	\$ 1,200
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 1,200	-	-	-	-	-	\$ 1,200
Gregory Conner, Vice President, People and Culture	\$ 2,693	-	\$ 1,493	-	-	-	\$ 1,200
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 8,814	-	-	-	\$ 6,964	-	\$ 1,850
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 15,304	-	\$ 7,144	-	\$ 6,960	-	\$ 1,200
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 11,417	-	\$ 3,277	-	\$ 6,940	-	\$ 1,200
Christy Ridout, Vice President, Business Development	\$ 1,890	-	\$ 690	-	-	-	\$ 1,200

Notes

Erinn Pinkerton, President and Chief Executive Officer	<p>General Note: Salary has been approved to increase in 5% increments until the target salary is reached. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance</p>
Laura-Lea Berna, Vice President, IT and Chief Information Officer	<p>General Note: Received retroactive pay and was placed on the minimum of the salary band for October 14th, 2021. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance</p>
Gregory Conner, Vice President, People and Culture	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance</p>
Timothy Croyle, Vice President, Operations and Chief Operating Officer	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance - \$1,200 Dependent Bus Pass - \$650</p>
Roland Gehrke, Vice President, Finance and Chief Financial Officer	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance</p>
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance - \$1,200</p>
Christy Ridout, Vice President, Business Development	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Due to the aging of the band, Christy Ridout's annualized base salary fell below the minimum. As a result, she received an increase effective April 1st 2021 to bring her up to the minimum salary.</p> <p>Other Note: Annual home internet allowance</p>