

June 7, 2025

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

Dear Mr. Davison:

**Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33
2024/25 Statement of Executive Compensation for BC Transit**

As requested, BC Transit has now completed its 2024/25 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 and previous incumbents in the 2024/25 fiscal year:

Current

- Erinn Pinkerton, President and Chief Executive Officer
- Christy Harrold, Vice President, Strategy, Planning and Public Affairs
- Aaron Lamb, Vice President, Asset Management
- James Ross, Vice President, Operations and Chief Operating Officer
- Robert Sano, Vice President, Information Technology and Chief Information Officer
- Melissa Zimmerman, Vice President, People and Culture

Previous

- Tim Croyle, Vice President, Operations and Chief Operating Officer
- Roland Gehrke, Vice President, Finance and Chief Financial 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 2024/25 and verify that the compensation provided falls within the approved compensation plans.

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

Sincerely,



Sherri Bell
Board Chair

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*:

Merit-based – we will differentiate compensation based on performance where operationally feasible

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).

Internal Equity – as a starting point, we strive to ensure that positions of equal value are paid 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.

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.

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.

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.

2024/2025 EXECUTIVE COMPENSATION DISCLOSURE

							Total Compensation	
Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	2023/2024	2022/2023
Erinn Pinkerton, President and Chief Executive Officer	\$ 340,066	-	\$ 14,185	\$ 33,497	\$ 8,593	\$ 396,341	\$ 388,948	\$ 364,894
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 183,693	-	\$ 7,331	\$ 18,084	\$ 11,065	\$ 220,173	\$ 288,864	\$ 263,912
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 214,565	-	\$ 13,527	\$ 21,321	\$ 54,008	\$ 303,421	\$ 285,871	\$ 258,131
Christy Harrold, Vice President, Strategy Planning and Public Affairs	\$ 228,897	-	\$ 14,660	\$ 22,546	\$ 16,695	\$ 282,798	\$ 273,878	\$ 244,435
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 238,018	-	\$ 14,902	\$ 23,445	\$ 13,200	\$ 289,565	\$ 281,369	\$ 276,538
James Ross, Vice President, Operations and Chief Operating Officer	\$ 64,745	-	\$ 8,168	\$ 6,377	\$ 3,300	\$ 82,590	-	-
Robert Sano, Vice President, Information Technology and Chief Information Officer	\$ 232,583	-	\$ 14,818	\$ 22,909	\$ 14,026	\$ 284,336	\$ 296,138	\$ 23,085
Melissa Zimmerman, Vice President, People and Culture	\$ 224,042	-	\$ 14,789	\$ 22,068	\$ 16,625	\$ 277,524	\$ 276,233	\$ 208,612

Summary Other Compensation Table

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
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 11,065	-	\$ 556	-	\$ 9,000	-	\$ 1,509
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 54,008	\$ 24,264	\$ 17,544	-	\$ 11,000	-	\$ 1,200
Christy Harrold, Vice President, Strategy Planning and Public Affairs	\$ 16,695	-	\$ 3,495	-	\$ 12,000	-	\$ 1,200
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 13,200	-	-	-	\$ 12,000	-	\$ 1,200
James Ross, Vice President, Operations and Chief Operating Officer	\$ 3,300	-	-	-	\$ 3,000	-	\$ 300
Robert Sano, Vice President, Information Technology and Chief Information Officer	\$ 14,026	-	-	-	\$ 12,000	-	\$ 2,026
Melissa Zimmerman, Vice President, People and Culture	\$ 16,625	-	\$ 3,425	-	\$ 12,000	-	\$ 1,200

Notes

Name and Position	
Erinn Pinkerton, President and Chief Executive Officer	General Note: Erinn received a 3% performance-based salary increase effective April 1, 2024. Other Note: Vehicle Allowance - \$7,393 Annual Home Internet Allowance - \$1,200
Timothy Croyle, Vice President, Operations and Chief Operating Officer	General Note: Tim received a 3% performance-based increase effective April 1, 2024. Tim retired effective December 31, 2024. Other Note: Vacation Payout - \$556 Vehicle Allowance - \$9,000 Annual Home Internet Allowance - \$1,200 Spouse Bus Pass - \$309
Roland Gehrke, Vice President, Finance and Chief Financial Officer	General Note: Roland received a 3% performance-based salary increase effective April 1, 2024. Roland departed the organization effective February 25, 2025, and received severance in the amount of \$24,264. Other Note: Severance Payment - \$24,264 Annual Vacation Payout - \$17,544 Vehicle Allowance - \$11,000 Annual Home Internet Allowance - \$1,200
Christy Harrold, Vice President, Strategy Planning and Public Affairs	General Note: Christy received a 5% performance-based salary increase effective April 1, 2024. Other Note: Vacation Payout - \$3,495 Vehicle Allowance - \$12,000 Annual Home Internet Allowance - \$1,200

Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	General Note: Aaron received a 4% performance-based salary increase effective April 1, 2024. Other Note: Vehicle Allowance - \$12,000 Annual Home Internet Allowance - \$1,200
James Ross, Vice President, Operations and Chief Operating Officer	General Note: James started with the organization December 16, 2024. Other Note: Vehicle Allowance - \$3,000 Annual Home Internet Allowance - \$300
Robert Sano, Vice President, Information Technology and Chief Information Officer	General Note: Robert received a 3% performance-based salary increase effective April 1, 2024. Other Note: Vehicle Allowance - \$12,000 Annual Home Internet Allowance - \$1,200 Spouse Bus Pass - \$826
Melissa Zimmerman, Vice President, People and Culture	General Note: Melissa received a 5% performance-based increase effective April 1, 2024. Melissa received a 1.5% increase to their annual salary as a result of falling below the minimum of the band when aged, effective April 1, 2024. Melissa received a 10% increase to annual salary for substitution pay while covering the vacant VP, Finance position effective February 25, 2025. Other Note: Vacation Payout - \$3,425 Vehicle Allowance - \$12,000 Annual Home Internet Allowance - \$1,200