



May 31, 2020

Christina Zacharuk  
President and Chief Executive Officer  
Public Sector Employers' Council Secretariat  
PO Box 9400 STN PROV GOVT  
Victoria BC V8W 9V1

Dear Ms. Zacharuk:

**Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33  
2019/20 Statement of Executive Compensation for BC Transit**

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As requested, BC Transit has now completed its 2019/20 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 Human Resources and Corporate Secretary
- Laura-Lea Berna, Vice President Information Technology and Chief Information Officer

Also included is the breakdown for the former incumbents:

- Brian Anderson, former Vice President Operations and Chief Operating Officer
- Michael Davis, former Interim Vice President Operations and Chief Operating Officer
- Alan Thomas, former Vice President Finance and Chief Financial Officer
- Manuel Achadinha, former President and Chief Executive Officer

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

As the Chair for BC Transit, I confirm that the Board is aware of the executive compensation earned in fiscal year 2019/20 and verify that the compensation provided falls within the approved compensation plans.

If you have any questions regarding this statement, please contact Greg Conner, Vice President Human Resources and Corporate Secretary at (250) 995-5724 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 and 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 (KPI's) 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 demonstrates 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., 50<sup>th</sup> 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.

BC Transit

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Manuel Achadinha, President & Chief Executive Officer	\$ 124,971	\$ 116,731	\$ 4,951	\$ 25,552	\$ 380	\$ 272,585	\$ 340,578	\$ 355,471
Erinn Pinkerton, President and CEO	\$ 263,588	-	\$ 10,960	\$ 25,963	\$ 10,672	\$ 311,183	\$ 271,793	\$ 188,319
Brian Anderson, VP Operations and COO	\$ 81,223	-	\$ 3,243	\$ 8,079	\$ 3,982	\$ 96,527	\$ 227,756	\$ 218,723
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 148,822	-	\$ 11,129	\$ 14,649	\$ 1,721	\$ 176,321		
Gregory Conner, Vice President Human Resources & Corporate Secretary	\$ 181,800	-	\$ 11,617	\$ 18,507	\$ 6,095	\$ 218,019	\$ 204,992	\$ 190,574
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 26,909	-	\$ 3,809	\$ 2,651	\$ 11,491	\$ 44,860		
Mike Davis, VP & CHIEF OPERATING OFFICER	\$ 60,743	-	\$ 6,793	-	\$ 15,186	\$ 82,722		
Roland Gehrke, VP, Finance and CFO	\$ 112,458	-	\$ 11,130	\$ 10,677	\$ 10,700	\$ 144,965		
Aaron Lamb, Vice President Asset Management and Chief Sustainability Officer	\$ 186,916	-	\$ 11,677	\$ 18,183	\$ 4,871	\$ 221,647	\$ 201,773	\$ 188,245
Christy Ridout, VP, Business Development	\$ 178,308	-	\$ 11,490	\$ 17,563	\$ 3,303	\$ 210,664	\$ 170,454	
Alan Thomas, Vice President Finance and Chief Financial Officer	\$ 174,006	-	\$ 7,515	\$ 16,506	\$ 1,273	\$ 199,300	\$ 213,093	\$ 195,161

**Summary Other Compensation Table at 2020**

<b>Name and Position</b>	<b>All Other Compensation</b>	<b>Severance</b>	<b>Vacation Payout</b>	<b>Paid Leave</b>	<b>Vehicle / Transportation Allowance</b>	<b>Perquisites / Other Allowances</b>	<b>Other</b>
Manuel Achadinha, President & Chief Executive Officer	\$ 380	-	-	-	-	-	\$ 380
Erinn Pinkerton, President and CEO	\$ 10,672	-	\$ 2,079	-	\$ 7,393	-	\$ 1,200
Brian Anderson, VP Operations and COO	\$ 3,982	-	-	-	\$ 3,482	-	\$ 500
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 1,721	-	\$ 1,121	-	-	-	\$ 600
Gregory Conner, Vice President Human Resources & Corporate Secretary	\$ 6,095	-	\$ 4,895	-	-	-	\$ 1,200
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 11,491	-	-	-	-	\$ 10,000	\$ 1,491
Mike Davis, VP & CHIEF OPERATING OFFICER	\$ 15,186	-	-	-	-	-	\$ 15,186
Roland Gehrke, VP, Finance and CFO	\$ 10,700	-	-	-	-	\$ 10,000	\$ 700
Aaron Lamb, Vice President Asset Management and Chief Sustainability Officer	\$ 4,871	-	\$ 3,671	-	-	-	\$ 1,200
Christy Ridout, VP, Business Development	\$ 3,303	-	\$ 2,103	-	-	-	\$ 1,200
Alan Thomas, Vice President Finance and Chief Financial Officer	\$ 1,273	-	\$ 713	-	-	-	\$ 560

**Notes**

Manuel Achadinha, President & Chief Executive Officer	<p><b>General Note:</b> Employment terminated on April 25, 2018. 18 month salary continuance ended on October 23, 2019. Bonus paid on previous calendar year and a prorated amount for the current year.</p> <p><b>Other Note:</b> Taxable benefit for dependent bus pass.</p>
Erinn Pinkerton, President and CEO	<p><b>Other Note:</b> Annual home internet allowance</p>
Brian Anderson, VP Operations and COO	<p><b>General Note:</b> Employee resigned September 6, 2019.</p> <p><b>Other Note:</b> Annual home internet allowance.</p>
Laura-Lea Berna, Vice President, IT and Chief Information Officer	<p><b>General Note:</b> The Director, Information Services and Technology and Chief Information Officer was reclassified to Vice President, IT and Chief Information Officer; the change was effective October 14, 2019. As a result of the reclassification, there will be gradual increases to move the incumbents compensation to the minimum of Executive Band 1.</p> <p><b>Other Note:</b> Annual internet allowance.</p>
Gregory Conner, Vice President Human Resources & Corporate Secretary	<p><b>General Note:</b> Vacation payout increases as Greg Conner was unable to take vacation due to bargaining two collective agreements throughout the year.</p> <p><b>Other Note:</b> Annual home internet allowance.</p>
Timothy Croyle, Vice President, Operations and Chief Operating Officer	<p><b>Perquisite/Other Allowance Note:</b> relocation allowance</p> <p><b>Other Note:</b> Dependent bus pass and annual home internet allowance.</p>
Mike Davis, VP & CHIEF OPERATING OFFICER	<p><b>Other Note:</b> 20% total pay in lieu of vacation and benefits; 12% for vacation and 8% for benefits.</p>
Roland Gehrke, VP, Finance and CFO	<p><b>Perquisite/Other Allowance Note:</b> Lump sum Relocation Allowance.</p> <p><b>Other Note:</b> Annual home internet allowance</p>
Aaron Lamb, Vice President Asset Management and Chief Sustainability Officer	<p><b>Other Note:</b> Annual home internet allowance</p>
Christy Ridout, VP, Business Development	<p><b>Other Note:</b> Annual home internet allowance</p>
Alan Thomas, Vice President Finance and Chief Financial Officer	<p><b>General Note:</b> Employment terminated on April 23, 2019 with salary continuance to February 23, 2020.</p> <p><b>Other Note:</b> Dependent bus pass and annual home internet allowance.</p>