



June 5, 2023

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
2022/23 Statement of Executive Compensation for BC Transit**

As requested, BC Transit has now completed its 2022/23 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 2022/23 fiscal year:

Current

- 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
- Melissa Zimmerman, Vice President People and Culture
- Robert Sano, Vice President Information Technology and Chief Information Officer

Previous

- 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 data base 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 2022/23 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,

A handwritten signature in blue ink that reads "Sherri Bell".

Sherri Bell
Board Chair

Attachments: BC Transit Compensation Philosophy
BC Transit Executive Compensation Disclosure



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.



2022/23 EXECUTIVE COMPENSATION DISCLOSURE

							Previous Two Years Totals Total Compensation	
Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	2021/2022	2020/2021
Erinn Pinkerton, President and Chief Executive Officer	\$ 306,848	-	\$ 13,277	\$ 30,225	\$ 14,544	\$ 364,894	\$ 332,781	\$ 323,689
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 133,044	-	\$ 9,264	\$ 13,105	\$ 15,412	\$ 170,825	\$ 214,736	\$ 192,941
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 219,026	-	\$ 14,315	\$ 21,631	\$ 8,940	\$ 263,912	\$ 241,306	\$ 241,551
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 215,999	-	\$ 12,696	\$ 21,276	\$ 8,160	\$ 258,131	\$ 241,321	\$ 235,794
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 217,946	-	\$ 14,657	\$ 21,468	\$ 22,467	\$ 276,538	\$ 239,626	\$ 239,587
Christy Ridout, Vice President, Strategy and Public Affairs	\$ 207,554	-	\$ 13,694	\$ 20,444	\$ 2,743	\$ 244,435	\$ 218,077	\$ 214,224
Robert Sano, Vice President, Information Technology and Chief Information Officer	\$ 17,542	-	\$ 1,819	\$ 1,644	\$ 2,080	\$ 23,085		
Melissa Zimmerman, Vice President, People and Culture	\$ 170,798	-	\$ 13,272	\$ 16,824	\$ 7,718	\$ 208,612		

Summary Other Compensation Table at 2023

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	\$ 14,544	-	\$ 5,951	-	\$ 7,393	-	\$ 1,200
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 15,412	-	\$ 14,212	-	-	-	\$ 1,200
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 8,940	-	-	-	\$ 7,740	-	\$ 1,200
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 8,160	-	-	-	\$ 6,960	-	\$ 1,200
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 22,467	-	\$ 14,307	-	\$ 6,960	-	\$ 1,200
Christy Ridout, Vice President, Strategy and Public Affairs	\$ 2,743	-	\$ 1,543	-	-	-	\$ 1,200
Robert Sano, Vice President, Information Technology and Chief Information Officer	\$ 2,080	-	-	-	\$ 580	-	\$ 1,500
Melissa Zimmerman, Vice President, People and Culture	\$ 7,718	-	\$ 7,718	-	-	-	-

Notes

Erinn Pinkerton, President and Chief Executive Officer	<p>General Note: In 2022/23, there were 27 pay periods, versus the standard 26, that fell within the fiscal reporting period resulting in comparatively higher salaries being reported than those in the previous year's Statement. The salary has been approved to increase in 5% increments until the target salary is reached. This individual was provided a 4% performance-based increase for the 2021/22 performance year effective October 5, 2022.</p> <p>Other Note: Annual home internet allowance - \$1,200 Vacation Payout - \$5,951</p>
Laura-Lea Berna, Vice President, IT and Chief Information Officer	<p>General Note: In response to labour market conditions and to align with BC Transit's compensation philosophy this position was provided a 5% off-cycle increase effective March 31, 2022. This individual was provided a 2% performance-based increase effective April 1, 2022, for the 2021/22 performance year. This individual is on leave as of November 14, 2022.</p> <p>Other Note: Annual home internet allowance - \$1,200 Vacation payout due to personal reasons - \$14,212</p>
Timothy Croyle, Vice President, Operations and Chief Operating Officer	<p>General Note: In 2022/23, there were 27 pay periods, versus the standard 26, that fell within the fiscal reporting period resulting in comparatively higher salaries being reported than those in the previous year's Statement. In response to labour market conditions and to align with BC Transit's compensation philosophy this position was provided a 3% off-cycle increase effective March 31, 2022. This individual was provided a 3% performance-based increase for the 2021/22 performance year effective April 1, 2022.</p> <p>Other Note: Annual home internet allowance - \$1,200 Vehicle allowance and Spouse Bus Pass - \$7,740</p>
Roland Gehrke, Vice President, Finance and Chief Financial Officer	<p>General Note: In 2022/23, there were 27 pay periods, versus the standard 26, that fell within the fiscal reporting period resulting in comparatively higher salaries being reported than those in the previous year's Statement. In response to labour market conditions and to align with BC Transit's compensation philosophy this position was provided a 4% off-cycle increase effective March 31, 2022. This individual was provided a 3% performance-based increase for the 2021/22 performance year effective April 1, 2022.</p> <p>Other Note: Annual home internet allowance - \$1,200 Vehicle allowance - \$6,960</p>

Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	<p>General Note: In 2022/23, there were 27 pay periods, versus the standard 26, that fell within the fiscal reporting period resulting in comparatively higher salaries being reported than those in the previous year's Statement. In response to labour market conditions and to align with BC Transit's compensation philosophy this position was provided a 5% off-cycle increase effective March 31, 2022. This individual was provided a 2% performance-based increase for the 2021/22 performance year effective April 1, 2022.</p> <p>Other Note: Annual home internet allowance - \$1,200 Vacation Payout due to personal reasons - \$14,307</p>
Christy Ridout, Vice President, Strategy and Public Affairs	<p>General Note: In 2022/23, there were 27 pay periods, versus the standard 26, that fell within the fiscal reporting period resulting in comparatively higher salaries being reported than those in the previous year's Statement. In response to labour market conditions and to align with BC Transit's compensation philosophy this position was provided a 5% off-cycle increase effective March 31, 2022. This individual was provided a 3% performance-based increase for the 2021/22 performance year effective April 1, 2022.</p> <p>Other Note: Annual home internet allowance - \$1,200 Vacation Payout - \$1,543</p>
Robert Sano, Vice President, Information Technology and Chief Information Officer	<p>General Note: Started with BC Transit February 27, 2023</p> <p>Other Note: Relocation Allowance \$1,500 Vehicle Allowance - \$580</p>
Melissa Zimmerman, Vice President, People and Culture	<p>General Note: This individual was Acting in the Vice President role from April 30-July 17, 2022. This individual was appointed to the permanent position of Vice President effective July 18, 2022.</p> <p>Other Note: Vacation Payout due to collective bargaining two bargaining units - \$7,718</p>