

# **BC Transit**

## **Executive Compensation Disclosure**

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 plan and deliver transit services that meet local land use and growth priorities, while furthering the development of safe, healthy communities and a sustainable environment.

### **Compensation Philosophy**

BC Transit's executive compensation plan is based on comparisons to other crown corporations and other public sector organizations. Positions are evaluated based on market compensation data from salary surveys. Surveys are selected base on compatibility to BC Transit and credibility of the source salary data and the availability of positions closely matching BC Transit's executive positions. Positions are matched on content, not necessarily by job title. Several factors are considered to establish and maintain internal pay equity among employees. These factors include applicable work experience, education, appropriate certifications and performance.

The plan is designed to be flexible to changing market conditions, address recruitment and retention issues and provide a framework to control and manage executive compensation. The BC Transit executive compensation program is designed to meet the following objectives:

### **Recruitment and Retention**

- BC Transit maintains a competitive executive compensation program to enhance recruitment and retention efforts
- Competitive salary levels balanced with an effective and comprehensive benefit and pension package make BC Transit an attractive place to work

### **Maintaining a Competitive Market Position**

- BC Transit participates in annual surveys and analyzes relevant market pay levels and adjusts salary ranges accordingly
- BC Transit has adopted a market reference point of the 50<sup>th</sup> percentile for executive compensation
- Last executive salary data gathered was in 2007-an executive compensation review is in process.

## **Performance Based Pay**

BCT is reviewing its executive compensation program, and anticipates a movement towards performance based pay to:

- provide increased flexibility to attract and retain qualified employees
- address employee performance assessments
- provide room to accommodate career growth

## **Determining Executive Compensation**

- BC Transit's Board of Directors is responsible for determining executive compensation



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**For Fiscal Year: 2008/2009**

	Salary (\$)	Bonus (\$)	Pension (\$)	All Other Compensation (\$)	Total (\$)	Previous 2 Years Totals
<b>Manuel Achadinha,</b> President & CEO <sup>Note 1</sup>	\$244,424.80	-	\$23,672.23	\$18,118.69	\$286,215.72	2007 = \$21,521.58 2006 = N/A
<b>Steve New</b> VP Operations & COO	\$165,019.09	-	\$15,019.71	\$9,618.72	\$189,657.52	2007 = 179,301.20 2006 = N/A
<b>Ron Drolet</b> VP Planning <sup>Note 2</sup>	\$161,021.89	-	\$15,628.42	\$9,423.31	\$186,073.62	2007= \$182,461.16 2006 = N/A
<b>Tony Sharp</b> VP Finance & CFO	\$150,864.20	-	\$14,538.69	\$8,669.60	\$174,072.49	2007 = 161,019.40 2006 = N/A
<b>Debbie Nussbaum</b> VP Human Resources <sup>Note 3</sup>	\$62,592.20	-	\$5,409.84	\$7,520.08	\$75,522.12	2007 = N/A 2006 = N/A
<b>Ron Harmer</b> VP Technical Services <sup>Note 4</sup>	\$136,214.58	-	\$12,130.36	\$8,148.07	\$156,493.01	2007 = \$143,428.49 2006 = N/A

**NOTE(S):**

- 1 Manuel Achadinha, President & CEO joined BC Transit March 10, 2008.
- 2 Ron Drolet, VP Planning announced his retirement effective April 30, 2009.
- 3 Debbie Nussbaum, VP Human Resources joined BC Transit October 20, 2008. Previous incumbent, S.Fossey retired April 1, 2008 and VP HR position remained vacant until D.Nussbaum was hired.
- 4 Ron Harmer's VP Technical Services position was eliminated as part of organizational re-structuring. R.Harmer has been on salary continuance as of Sept. 11, 2008 and termination date is July 4, 2009.