



May 21, 2021

John Davison
President and Chief Executive Officer
Public Sector Employers' Council Secretariat
PO Box 9400 STN PROV GOVT
Victoria, British Columbia V8W 9V1

Dear Mr. Davison: :

**Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33
2020/21 Statement of Executive Compensation for BC Transit**

As requested, BC Transit has now completed its 2020/21 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 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 2020/21 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, People and Culture 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., 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.

BC Transit

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Erinn Pinkerton, President and Chief Executive Officer	\$ 276,768	-	\$ 11,066	\$ 27,262	\$ 8,593	\$ 323,689	\$ 311,183	\$ 271,793
Laura-Lea Berna, Vice President, IT and Chief Information Officer	\$ 164,182	-	\$ 10,527	\$ 17,032	\$ 1,200	\$ 192,941	\$ 176,321	
Gregory Conner, Vice President, People and Culture	\$ 190,817	-	\$ 11,502	\$ 19,294	\$ 5,063	\$ 226,676	\$ 218,019	\$ 204,992
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 199,896	-	\$ 13,151	\$ 19,690	\$ 8,814	\$ 241,551	\$ 44,860	
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 194,782	-	\$ 9,927	\$ 19,186	\$ 11,899	\$ 235,794	\$ 144,965	
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 196,555	-	\$ 11,730	\$ 19,361	\$ 11,941	\$ 239,587	\$ 221,647	\$ 201,773
Christy Ridout, Vice President, Business Development	\$ 183,610	-	\$ 11,329	\$ 18,085	\$ 1,200	\$ 214,224	\$ 210,664	\$ 170,454

Notes

Erinn Pinkerton, President and Chief Executive Officer	<p>General Note: Compensation increased to \$283,500 October 5, 2020. Salary has been approved to increase in 5% increments until a salary of \$286,000 is reached. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases 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: Salary is higher this year than last as a result of Ms. Berna being in the role for a full year in this disclosure. BC Transit provided a 3% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases for the 2020/21 performance year. 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, Ms. Berna received an additional 5% during this disclosure period as part of the gradual increases to move to the minimum of Executive Band 1.</p> <p>Other Note: Annual home internet allowance</p>
Gregory Conner, Vice President, People and Culture	<p>General Note: BC Transit provided a 5% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases 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: Salary is higher this year than last as a result of Mr. Croyle being in the role for a full year in this disclosure.</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: Salary is higher this year than last as a result of Mr. Gehrke being in the role for a full year in this disclosure. BC Transit provided a 3% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases 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: BC Transit provided a 3% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance - \$1,200 First disclosure receiving Vehicle Transportation Allowance as a result of position being evaluated in December 2019.</p>
Christy Ridout, Vice President, Business Development	<p>General Note: BC Transit provided a 3% performance based increase effective April 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo standard performance based increases for the 2020/21 performance year.</p> <p>Other Note: Annual home internet allowance</p>