

**Executive Offices**  
400 – 3450 Uptown Blvd.  
Victoria BC V8Z 0B9



## **BC ASSESSMENT**

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June 28, 2022

Public Sector Employers' Council Secretariat  
2<sup>nd</sup> Floor, 880 Douglas Street  
Victoria BC V8W 2B7

Attention: John Davison  
CEO & President

**Re: Public Sector Executive Compensation Reporting Form 2021/2022**

Dear Mr. Davison:

Please find attached BC Assessment's Statement of Executive Compensation for the 15-month period from January 1, 2021 to March 31, 2022. This report is provided in compliance with Section 14.8(3) of the *Public Sector Employers Act* and in the form and manner established by the Public Sector Employers' Council (PSEC) per the Public Sector Executive Compensation Reporting Guidelines. Also attached is a copy of BC Assessment's Compensation Philosophy.

As the Board Chair for BC Assessment, I confirm the following:

1. BC Assessment's Board of Directors is aware of the executive compensation paid to the CEO and Executive Members listed on the enclosed documents in the fiscal year 2021/2022 (January 1/21 to March 31/22).
2. The compensation information being disclosed is accurate and includes all compensation paid by the employer and it includes the value of any pre or post-employment payments made during the 15-month period before or after the term of employment.

This information has been uploaded to the online PSEC Labour Information and Executive Reporting System (LIGER).

Sincerely,

Sylvia Bishop  
Chair, Board of Directors  
British Columbia Assessment

Enclosure





## Statement of Executive Compensation

For the Fiscal Year Ending March 31, 2022

### Introduction

BC Assessment is a provincial Crown corporation with a mandate to create uniform assessments which can be relied upon to build sustainable flourishing communities. The Board of Directors provides strategic direction, policy leadership and performance monitoring. All operational matters are the responsibility of the President & Chief Executive Officer.

BC Assessment establishes and maintains uniform real property assessments throughout the province, using current market data as a guide. After determining the correct classification, actual value and tax exemption status of approximately 2.11 million properties across the province, BC Assessment provides taxing authorities with an assessment roll, which lists all properties, names of the owners and the taxable values of the land and any improvements (buildings). The corporation sends an assessment notice to each person named in the assessment roll. For some properties, the assessment roll contains values that are determined in accordance with regulations and Board-approved prescribed rates and manuals. Examples include farm land and major industrial property manuals.

The real estate market creates the value that BC Assessment reports to taxing authorities and property owners. Taxing authorities determine the amount of revenue required to pay for public services, set their property tax rate and apply the rate to the assessed value of properties.

BC Assessment employs approximately 700 employees in 14 offices throughout British Columbia. The organization currently consists of 5 regions, with 13 area assessment offices located throughout the province and a head office in Victoria.

### Compensation Discussion and Analysis

#### Compensation Objectives

Under Section 13 of the *Assessment Authority Act*, the Board of Directors is responsible for the appointment of the President & Chief Executive Officer and all other employees and for setting their remuneration. Compensation oversight rests with the Public Sector Employers' Council (PSEC) on behalf of the Minister of Finance and all compensation plans must be approved by the PSEC Secretariat.

BC Assessment has two compensation plans for executive employees. The first covers the President & Chief Executive Officer and the second covers Vice Presidents.

BC Assessment aims to maintain an executive compensation program that will help attract the talent necessary to further the strategic objectives of the organization. We will also provide a compensation program that will be sufficiently attractive to provide talented employees with good reason for remaining with BC Assessment and for continuing in their efforts to enhance service to all of our customers. Our benefits strategy is to provide competitive, cost effective health and welfare benefits that will help to attract and retain qualified employees.

The design of the executive compensation program is anchored in the 'Management Total Compensation Philosophy' approved by the Board of Directors and by the Minister of Finance. The approved philosophy is consistent with the provincial government's four core principles of the common public sector compensation philosophy:



- Performance – Compensation programs support and promote a performance-based (merit) organizational culture.
- Differentiation – Differentiation of salary is supported where there are differences in the scope of the position within an organization, and/or due to superior individual team contributions.
- Accountability – Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.
- Transparency – Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.

### Salary

The goal of the Management Total Compensation Philosophy is to target our compensation plans at the median of our defined external salary marketplace. Market conditions are reviewed on a regular basis. The external marketplace includes the following:

- For Assessment jobs, the key comparator market is other Canadian organizations with an appraisal or assessment function.
- For other jobs, the comparator market is based on a blended market consisting of organizations of a comparable size to BC Assessment in the BC public sector (75% weighting) and the Canadian private sector (25% weighting) as required.

### Health and Welfare Benefits

BC Assessment provides medical, dental, extended health, short-term and long-term disability, and group life insurance benefits. Generally, these benefits are determined through negotiation with the largest employee group (the bargaining unit) and are in effect for executive employees.

### Pension

BC Assessment is required by statute to be a member of the Public Service Pension Plan and to enrol all eligible employees and make contributions on their behalf. This includes executive employees.

### Vacations and Other Leaves

Executive employees receive an annual vacation entitlement based upon years of service, commencing at 20 days in the first year of employment up to the maximum of 35 days after 25 years of employment.

Additional paid leave is available to all employees for a variety of purposes such as bereavement, maternity/parental leave or to care for a sick child.

### Retirement Allowance

All employees, including Executive, who retire from BC Assessment under the terms of the *Pension Act* receive a retirement allowance of approximately 1.50 days at their rate of pay on retirement for each year of public service to a maximum of 57 days.

### Car Lease

Executive employees are provided a vehicle allowance or lease arrangement using the Provincial Government's guidelines for executive staff to carry out company business. The maximum monthly lease payment exclusive of tax is not to exceed \$625 per month. The executive member may elect to receive a vehicle allowance in lieu of taking a leased vehicle which is equivalent to the average lease and vehicle operating costs of \$580 per month.



\_\_\_\_\_  
Jason Grant  
President and Chief Executive Officer

June 28, 2022

\_\_\_\_\_  
Date



\_\_\_\_\_  
Sylvia Bishop  
Chair, Board of Directors

June 28, 2022

\_\_\_\_\_  
Date

BC Assessment

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Jason R Grant, President and CEO	\$ 264,771	-	\$ 18,883	\$ 26,080	\$ 28,198	\$ 337,932	\$ 260,083	\$ 257,659
Duane Bates, Vice President, Assessment	\$ 224,118	-	\$ 16,666	\$ 22,076	\$ 23,744	\$ 286,604	\$ 225,708	\$ 224,209
Andy Hoggarth, Vice President and Executive Financial Officer	\$ 194,817	-	\$ 16,600	\$ 23,027	\$ 55,649	\$ 290,093	\$ 226,218	\$ 218,626
Paul Loussarian, Vice President & Chief Information Officer, Information & Technology Services	\$ 36,264	-	\$ 6,192	\$ 5,780	\$ 24,853	\$ 73,089	\$ 209,275	\$ 208,283
John Madden, Vice President, People	\$ 92,080	-	\$ 8,034	\$ 12,698	\$ 41,804	\$ 154,616	\$ 233,650	\$ 228,262
Denise Rossander, Vice President and Chief Information Officer	\$ 73,755	-	\$ 8,765	\$ 7,265	\$ 3,518	\$ 93,303		
Jason Sowinski, Vice President, Customer	\$ 189,828	-	\$ 15,249	\$ 18,698	\$ 6,725	\$ 230,500		
Susan Wood, Vice President, People	\$ 140,038	-	\$ 13,636	\$ 13,794	\$ 6,699	\$ 174,167		
John Yannacopoulos, Vice President, Customer	\$ 215,029	-	\$ 17,345	-	\$ 107,779	\$ 340,153	\$ 206,319	\$ 200,724

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Jason R Grant, President and CEO	\$ 28,198	-	\$ 16,361	-	\$ 8,968	\$ 1,721	\$ 1,148
Duane Bates, Vice President, Assessment	\$ 23,744	-	\$ 13,451	-	\$ 9,843	-	\$ 450
Andy Hoggarth, Vice President and Executive Financial Officer	\$ 55,649	-	\$ 6,831	\$ 38,963	\$ 7,469	\$ 1,981	\$ 405
Paul Loussarian, Vice President & Chief Information Officer, Information & Technology Services	\$ 24,853	-	-	\$ 22,653	\$ 2,100	-	\$ 100
John Madden, Vice President, People	\$ 41,804	-	-	\$ 37,540	\$ 3,614	-	\$ 650
Denise Rossander, Vice President and Chief Information Officer	\$ 3,518	-	-	-	\$ 2,945	-	\$ 573
Jason Sowinski, Vice President, Customer	\$ 6,725	-	\$ 5,675	-	\$ 535	-	\$ 515
Susan Wood, Vice President, People	\$ 6,699	-	-	-	\$ 5,756	-	\$ 943
John Yannacopoulos, Vice President, Customer	\$ 107,779	-	\$ 38,245	\$ 60,109	\$ 9,225	-	\$ 200

Notes

Jason R Grant, President and CEO	<b>General Note:</b> Board received approval for a 5% increase to base salary effective June 24, 2021. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Perquisite/Other Allowance Note:</b> Professional association dues. <b>Other Note:</b> Parking = \$ 848; Recognition = \$300
Duane Bates, Vice President, Assessment	<b>General Note:</b> As the executive freeze was implemented on August 31, 2020, executives went without standard performance based increases for the 2020/21 performance year. No increase for 2022 at the date of disclosure. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Other Note:</b> Recognition \$450
Andy Hoggarth, Vice President and Executive Financial Officer	<b>General Note:</b> Retired effective April 29, 2022. Pre-retirement leave January 6, 2022 - April 29, 2022. As the executive freeze was implemented on August 31, 2020, executives went without standard performance based increases for the 2020/21 performance year. No increase for 2022 at the date of disclosure. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Perquisite/Other Allowance Note:</b> Professional association dues <b>Other Note:</b> Parking \$405; Vacation payout as a result of retirement; Paid Leave is Retiring Allowance/Pre-Retirement Leave: Retiring Allowance paid (\$13,814), Pre-retirement leave from Jan 6/22 to April 29/22 (\$25,149)
Paul Loussarian, Vice President & Chief Information Officer, Information & Technology Services	<b>General Note:</b> Retired effective April 22, 2021. Pre-retirement leave March 5, 2021 - April 22, 2021. As the executive freeze was implemented on August 31, 2020, executives went without standard performance based increases for the 2020/21 performance year. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. Retired effective April 22, 2021. <b>Other Note:</b> Recognition \$100; Paid Leave is Retiring Allowance/Pre-Retirement Leave: Retiring Allowance paid (\$1,978), Pre-retirement leave March 5, 2021 - April 22, 2021 (\$20,675)
John Madden, Vice President, People	<b>General Note:</b> Retired effective August 31, 2021. Pre-retirement leave June 18, 2021 - August 31, 2021. As the executive freeze was implemented on August 31, 2020, executives went without standard performance based increases for the 2020/21 performance year. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Other Note:</b> Recognition \$650; Paid Leave is Retiring Allowance/Pre-Retirement Leave: Retiring Allowance paid (\$10,625), Pre-retirement leave June 18, 2021 - August 31, 2021 (\$26,915)
Denise Rossander, Vice President and Chief Information Officer	<b>General Note:</b> Start date = Oct 25, 2021 Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Other Note:</b> Parking \$472.50; Recognition \$100
Jason Sowinski, Vice President, Customer	<b>General Note:</b> Start date in VP role = Mar 4, 2022 Base Salary in VP role only = \$10,299, Base Salary in Senior Leader role = \$178,110?, plus \$1,419 TA in VP role Jul-Aug/21 No increase for 2022 at the date of disclosure. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Other Note:</b> Parking \$315; Recognition \$200
Susan Wood, Vice President, People	<b>General Note:</b> Start date = May 31, 2021 No increase for 2022 at the date of disclosure. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Other Note:</b> Parking \$810; Recognition \$133
John Yannacopoulos, Vice President, Customer	<b>General Note:</b> Retired effective February 25, 2022. As the executive freeze was implemented on August 31, 2020, executives went without standard performance based increases for the 2020/21 performance year. No increase for 2022 at the date of disclosure. Annual compensation reflects 15 month fiscal year. Fiscal year end changed from December 31 to March 31 effective 2022. <b>Other Note:</b> Recognition \$200; No Pension Contribution as >35 Years; Paid Leave is Retiring Allowance/Pre-Retirement Leave: Retiring Allowance paid (\$39,760), Pre-retirement paid (\$20,349) Vacation paid out as a result of retirement