



June 7, 2024

John Davison  
President and Chief Executive Officer  
Public Sector Employers' Council Secretariat  
Suite 210-880 Douglas Street  
Victoria BC V8W 2B7

Dear Mr. Davison:

**Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33  
2023/24 Statement of Executive Compensation for BC Transit**

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As requested, BC Transit has now completed its 2023/24 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 2023/24 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 Harrold, Vice President, Strategy and Public Affairs
- 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

An explanation of BC Transit's executive compensation, along with analysis and compensation philosophy has been uploaded to the LIGER database 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 2023/24 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*:

**Merit-based** – we will differentiate compensation based on performance where operationally feasible

**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).

**Internal Equity** – as a starting point, we strive to ensure that positions of equal value are paid 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.

**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.

**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.

**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 2024**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Erinn Pinkerton, President and Chief Executive Officer	\$ 329,949	-	\$ 12,824	\$ 32,500	\$ 13,675	\$ 388,948	\$ 364,894	\$ 332,781
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 232,762	-	\$ 13,962	\$ 22,927	\$ 19,213	\$ 288,864	\$ 263,912	\$ 241,306
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 229,062	-	\$ 13,226	\$ 22,563	\$ 21,020	\$ 285,871	\$ 258,131	\$ 241,321
Christy Harrold, Vice President, Strategy and Public Affairs	\$ 221,004	-	\$ 13,289	\$ 21,769	\$ 17,816	\$ 273,878	\$ 244,435	\$ 218,077
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 232,158	-	\$ 13,143	\$ 22,868	\$ 13,200	\$ 281,369	\$ 276,538	\$ 239,626
Robert Sano, Vice President, Information Technology and Chief Information Officer	\$ 233,189	-	\$ 16,729	\$ 21,935	\$ 24,285	\$ 296,138	\$ 23,085	
Melissa Zimmerman, Vice President, People and Culture	\$ 219,377	-	\$ 13,946	\$ 21,510	\$ 21,400	\$ 276,233	\$ 208,612	

**Summary Other Compensation Table at 2024**

<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>
Erinn Pinkerton, President and Chief Executive Officer	\$ 13,675	-	\$ 5,082	-	\$ 7,393	-	\$ 1,200
Timothy Croyle, Vice President, Operations and Chief Operating Officer	\$ 19,213	-	\$ 5,298	-	\$ 12,715	-	\$ 1,200
Roland Gehrke, Vice President, Finance and Chief Financial Officer	\$ 21,020	-	\$ 7,820	-	\$ 12,000	-	\$ 1,200
Christy Harrold, Vice President, Strategy and Public Affairs	\$ 17,816	-	\$ 4,616	-	\$ 12,000	-	\$ 1,200
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	\$ 13,200	-	-	-	\$ 12,000	-	\$ 1,200
Robert Sano, Vice President, Information Technology and Chief Information Officer	\$ 24,285	-	-	-	\$ 12,585	-	\$ 11,700
Melissa Zimmerman, Vice President, People and Culture	\$ 21,400	-	\$ 8,300	-	\$ 12,000	-	\$ 1,100

**Notes**

Erinn Pinkerton, President and Chief Executive Officer	<b>General Note:</b> Erinn received a 6.75% performance-based salary increase effective April 1, 2023. <b>Other Note:</b> Annual Home Internet Allowance - \$1,200 Vacation Payout - \$5,082 Vehicle Allowance - \$7,393
Timothy Croyle, Vice President, Operations and Chief Operating Officer	<b>General Note:</b> Tim received a 1.65% performance-based increase retroactive to April 1, 2022. Tim received a 6.5% performance-based salary increase effective April 1, 2023. <b>Other Note:</b> Annual Home Internet Allowance - \$1,200 Vehicle Allowance / Spouse Bus Pass - \$12,715
Roland Gehrke, Vice President, Finance and Chief Financial Officer	<b>General Note:</b> Roland received a 1.65% performance-based increase retroactive to April 1, 2022. Roland received a 6.5% performance-based salary increase effective April 1, 2023. <b>Other Note:</b> Annual Home Internet Allowance - \$1,200 Vehicle Allowance - \$12,000
Christy Harrold, Vice President, Strategy and Public Affairs	<b>General Note:</b> Christy received a 1.65% performance-based increase retroactive to April 1, 2022. Christy received a 7.0% performance-based salary increase effective April 1, 2023. <b>Other Note:</b> Annual Home Internet Allowance - \$1,200 Vacation Payout - \$4,616 Vehicle Allowance - \$12,000
Aaron Lamb, Vice President, Asset Management and Chief Sustainability Officer	<b>General Note:</b> Aaron received a 1.65% performance-based increase retroactive to April 1, 2022. Aaron received a 7.0% performance-based salary increase effective April 1, 2023. <b>Other Note:</b> Annual Home Internet Allowance - \$1,200 Vehicle Allowance - \$12,000
Robert Sano, Vice President, Information Technology and Chief Information Officer	<b>General Note:</b> Robert received a 0.60% salary range increase retroactive to April 1, 2023, as they fell below the new min of the band. Robert received a 3% probationary increase effective August 27, 2023, for completing probation. <b>Other Note:</b> Annual Home Internet Allowance - \$1,200 Relocation Allowance - \$10,500 Vehicle Allowance / Spouse Bus Pass - \$12,585

Melissa Zimmerman, Vice President, People and Culture

**General Note:**

Melissa received a 4% salary range increase retroactive to April 1, 2022, as they fell below the new min of the band.  
Implementation was delayed due to a payroll error.  
Melissa received a 1.65% performance-based increase retroactive to April 1, 2022  
Melissa received a 6.5% performance-based increase effective April 1, 2023

**Other Note:**

Annual Home Internet Allowance - \$1,100  
Vehicle Allowance - \$12,000