

Executive Offices

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BC ASSESSMENT

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June 4th, 2024

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

Attention: John Davison, CEO & President

Re: Public Sector Executive Compensation Reporting Form 2023/2024

Dear Mr. Davison:

Please find attached BC Assessment's Statement of Executive Compensation for the period from April 1, 2023 to March 31, 2024. 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 2023/2024 (April 1/23 to March 31/24).
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 12-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,

Ruth Wittenberg
Chair, Board of Directors
British Columbia Assessment

Enclosure





Statement of Executive Compensation

For the Fiscal Year Ending March 31, 2024

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 2.18 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 735 employees in 13 offices throughout British Columbia. The organization currently consists of 5 regions, with 12 area assessment offices located throughout the province and a head office in Victoria.

Compensation Philosophy

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, group life insurance benefits, and a wellness spending account. 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.

All Other Compensation

Executives may receive paid parking and the taxable benefit value is reported. Executives may receive vacation payouts if they were unable to take the days as time off.



May 28, 2024

Jason Grant
President and Chief Executive Officer

Date



Ruth Wittenberg
Chair, Board of Directors

June 24, 2024

Date

BC Assessment

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
Jason R Grant, President and CEO	\$ 253,584	-	\$ 17,656	\$ 24,978	\$ 32,561	\$ 328,779	\$ 295,102	\$ 337,932
Duane Bates, Vice President Assessment	\$ 210,784	-	\$ 16,806	\$ 20,762	\$ 27,385	\$ 275,737	\$ 256,098	\$ 286,604
Char Paul, Vice President & EFO	\$ 192,419	-	\$ 17,583	\$ 18,953	\$ 23,741	\$ 252,696	\$ 221,650	
Denise Rossander, Vice President and Chief Information Officer	\$ 196,297	-	\$ 16,615	\$ 19,335	\$ 17,219	\$ 249,466	\$ 223,769	\$ 93,303
Jason Sowinski, Vice President Customer	\$ 192,569	-	\$ 16,065	\$ 18,968	\$ 23,788	\$ 251,390	\$ 254,623	\$ 230,500
Susan Wood, Vice President People	\$ 196,373	-	\$ 16,537	\$ 19,343	\$ 26,732	\$ 258,985	\$ 236,051	\$ 174,167

Summary Other Compensation Table at 2024

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Jason R Grant, President and CEO	\$ 32,561	-	\$ 19,255	-	\$ 11,605	-	\$ 1,701
Duane Bates, Vice President Assessment	\$ 27,385	-	\$ 15,706	-	\$ 11,529	-	\$ 150
Char Paul, Vice President & EFO	\$ 23,741	-	\$ 10,096	-	\$ 11,903	-	\$ 1,742
Denise Rossander, Vice President and Chief Information Officer	\$ 17,219	-	-	-	\$ 15,477	-	\$ 1,742
Jason Sowinski, Vice President Customer	\$ 23,788	-	\$ 10,920	-	\$ 11,886	-	\$ 982
Susan Wood, Vice President People	\$ 26,732	-	\$ 10,634	-	\$ 14,328	-	\$ 1,770

Notes

Jason R Grant, President and CEO	General Note: Jason Grant received a 1.75% performance based increase effective Jan 1, 2023 for the 2022 performance year (paid out in the 2023/2024 reporting period) in addition to the 5% performance based increase previously provided for the 2022 performance year (paid out and reported in the 2022/2023 disclosure). Additional, a Minister-approved 5% increase to base salary was provided effective January 1, 2023. Other Note: Parking
Duane Bates, Vice President Assessment	General Note: Received a 1.25% performance based increase for 2022 (paid out in the 2023/2024 reporting period) and a 5% performance based increase to base salary effective January 1, 2024. Base salary includes \$552 retro for the period January -March 2023. Other Note: Recognition
Char Paul, Vice President & EFO	General Note: Received a 1.25% performance based increase for 2022 (paid out in the 2023/2024 reporting period) and a 6% performance based increase to base salary effective January 1, 2024. Base salary includes \$511 retro for the period January -March 2023. Other Note: Parking = \$1592 Recognition = \$150
Denise Rossander, Vice President and Chief Information Officer	General Note: Received a 1.25% performance based increase for 2022 (paid out in the 2023/2024 reporting period) and a 5% performance based increase to base salary effective January 1, 2024. Base salary includes \$552 retro for the period January -March 2023. Other Note: Parking = \$1592 Recognition = \$150
Jason Sowinski, Vice President Customer	General Note: Received a 1.25% performance based increase for 2022 (paid out in the 2023/2024 reporting period) and a 6% performance based increase to base salary effective January 1, 2024. Base salary includes \$511 retro for the period January -March 2023. Other Note: Parking = \$832 Recognition = \$150
Susan Wood, Vice President People	General Note: Received a 1.25% performance based increase for 2022 (paid out in the 2023/2024 reporting period) and a 5% performance based increase to base salary effective January 1, 2024. Base salary includes \$552 retro for the period January -March 2023 Other Note: Parking = \$1620 Recognition = \$150