

Executive Offices

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**BC ASSESSMENT**

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June 19, 2025

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 2024/2025

Dear Mr. Davison:

Please find attached BC Assessment's Statement of Executive Compensation for the period from April 1, 2024 to March 31, 2025. 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 2024/2025 (April 1/24 to March 31/25).
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, 2025

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 2.21 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 740 employees in 12 offices throughout British Columbia. The organization currently consists of 5 regions, with 11 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, 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.

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. For the period April 1, 2024 to March 31, 2025 the maximum monthly lease payment exclusive of tax is not to exceed \$1,200 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 \$1,000 per month.



May 23, 2025

Jason Grant
President and Chief Executive Officer

Date



June 19, 2025

Ruth Wittenberg
Chair, Board of Directors

Date

BC Assessment

Summary Compensation Table at 2025

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Jason R Grant, President and CEO	\$ 274,963	-	\$ 18,387	\$ 27,084	\$ 39,341	\$ 359,775	\$ 328,779	\$ 295,102
Duane Bates, Vice President Assessment	\$ 218,688	-	\$ 16,944	\$ 21,541	\$ 29,324	\$ 286,497	\$ 275,737	\$ 256,098
Char Paul, Vice President & EFO	\$ 200,644	-	\$ 16,270	\$ 19,763	\$ 13,620	\$ 250,297	\$ 252,696	\$ 221,650
Denise Rossander, Vice President and Chief Information Officer	\$ 203,218	-	\$ 16,864	\$ 20,017	\$ 16,713	\$ 256,812	\$ 249,466	\$ 223,769
Jason Sowinski, Vice President Customer	\$ 200,644	-	\$ 16,868	\$ 19,763	\$ 25,639	\$ 262,914	\$ 251,390	\$ 254,623
Susan Wood, Vice President People	\$ 203,218	-	\$ 16,884	\$ 20,017	\$ 23,956	\$ 264,075	\$ 258,985	\$ 236,051

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Jason R Grant, President and CEO	\$ 39,341	-	\$ 20,796	-	\$ 16,797	-	\$ 1,748
Duane Bates, Vice President Assessment	\$ 29,324	-	\$ 14,017	-	\$ 15,307	-	-
Char Paul, Vice President & EFO	\$ 13,620	-	-	-	\$ 12,000	-	\$ 1,620
Denise Rossander, Vice President and Chief Information Officer	\$ 16,713	-	-	-	\$ 15,093	-	\$ 1,620
Jason Sowinski, Vice President Customer	\$ 25,639	-	\$ 8,489	-	\$ 15,770	-	\$ 1,380
Susan Wood, Vice President People	\$ 23,956	-	\$ 5,583	-	\$ 16,753	-	\$ 1,620

Notes

Jason R Grant, President and CEO	General Note: Jason Grant received a 3% performance-based salary increase effective April 1, 2024. Additionally, a Minister-approved 5% performance-based increase was applied effective April 1, 2024. Salary includes \$4,621.14 retro for the period January -March 2024. Other Note: Parking: \$1,748, taxable parking
Duane Bates, Vice President Assessment	
Char Paul, Vice President & EFO	Other Note: Parking = \$1,620, taxable parking
Denise Rossander, Vice President and Chief Information Officer	Other Note: Parking = \$1,620, taxable parking
Jason Sowinski, Vice President Customer	Other Note: Parking = \$1,380, taxable parking
Susan Wood, Vice President People	Other Note: Parking = \$1,620, taxable parking