



Statement from Tony Gugliotta, Chair TransLink Board of Directors

Half a million people rely on TransLink's services every day to get around the region. An efficient and effective transportation system is critical to the functioning of the region's economy and our communities. It's therefore crucial that we are able to recruit and retain experienced leaders that we need to oversee the planning and operation of a system that spans 23 communities, employs nearly 8,000 people and is responsible for billions of dollars worth of public transportation assets.

That's why the TransLink Board commissioned an independent third-party review of current compensation standards and compensation for our upper management team. The Board then worked closely with the Mayors' Council to develop and approve the first update to the Executive Compensation Plan in four years. This research focused on comparisons to nine Canadian public transportation organizations. The scope was narrowed to this group of organizations because we felt it was important to compare apples-to-apples – that compensation for the senior leaders in the organization reflect that of other similar organizations.

As an organization, TransLink has made significant strides over the last three years. It has improved the reliability of the system - SkyTrain and the bus fleet recently reached all-time records in on-time performance. It has added new and improved customer service features such as the convenient Tap to Pay service. TransLink has also improved the financial stability of the organization with innovations like Green Bonds. In the midst of this, it has seen a significant increase in ridership (leading US and Canada with 18% growth over the last three years) and is implementing a multi-billion-dollar investment in capital projects that will improve the transportation system.

All of this requires an effective team and effective leadership. The Board believes the updated Compensation Plan is fair, aligned with other public organizations and is necessary for recruiting and retaining the leaders we need to keep the momentum going and continue to provide safe and reliable transportation for people in the Metro Vancouver region.

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TransLink is Metro Vancouver's regional transportation authority, and is the first North American transportation authority to be responsible for the planning, financing and managing of all public transit in addition to major regional roads and bridges.