



May 4, 2015

Christina Zacharuk
Interim President & CEO
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk,

On behalf of the Board of Governors of the University of the Fraser Valley, I am pleased to confirm that the UFV Board is aware of the executive compensation paid during the 2014/15 fiscal year and that the compensation provided was within the approved compensation plans.

Please feel free to contact me should you have any questions in respect to the enclosed 2014/2015 Executive Compensation Disclosure Report.

Sincerely,

A handwritten signature in blue ink, appearing to read "Barry Delaney", with a long horizontal flourish extending to the right.

Barry Delaney, Chair
UFV Board of Governors

Attachments (2)



UNIVERSITY OF THE FRASER VALLEY
Executive Compensation Disclosure Statement for 2014/2015

The following report provides an accurate representation of all compensation provided to the Chief Executive Officer (President) and the next four highest ranking executive officers whose base salary was \$125,000 or greater in the fiscal year 2014/2015.

Executive Compensation Philosophy

University of the Fraser Valley's senior executives lead the university in providing the best undergraduate education in Canada; in being a leader of social, cultural, economic, and environmentally-responsible development in the Fraser Valley; and in ensuring innovative, entrepreneurial, and accountable achievement of the university's goals.

The University of the Fraser Valley's executive compensation philosophy is to develop competitive compensation packages that allow the university to achieve its goals through recruiting, developing and retaining the best candidates from a national market.

Salary

The University of the Fraser Valley recognizes that the BC Public Sector has adopted the *Public Sector Executive Compensation Reporting Guidelines*. The following University of the Fraser Valley compensation practices respond to these BC public policy guidelines:

The University of the Fraser Valley Board of Governors is responsible for the executive compensation of its President and Vice-Chancellor. The maximum base salary and total compensation allowable for the President and Vice-Chancellor is set and determined by PSEC.

The President's salary is the highest salary paid to a senior executive at University of the Fraser Valley and all other executive compensation is set below this maximum. Through delegated authority by the Board, the President and Vice-Chancellor is responsible for determining the compensation of the other executive members.

Merit Pay

The University of the Fraser Valley's senior executives progress through the salary range based on merit. The amount of merit pay is determined through the annual performance review process, and includes the setting of annual objectives.

Annual objectives are determined for all members of the senior executive. In the case of the university President, the setting of objectives and how they will be measured is determined by the University Board in consultation with the President. Objectives for Vice-Presidents and how they will be measured are established by the President in discussion with each Vice-President. Measures may be qualitative or quantitative.

Health and Welfare Benefits, Pensions

The University of the Fraser Valley provides a comprehensive set of health and welfare benefits to its executives. The benefit package is consistent with that provided for other employees of University of the Fraser Valley. The university offers its executives subscription to the College Pension Plan as per the prevailing regulations of the *College Pension Act*.

Leaves

The vacation entitlement for executives is aligned with the vacation provided for other administrative employees at University of the Fraser Valley.

University of the Fraser Valley provides its executives with administrative/sabbatical leave. Such leaves recognize the importance of renewal and educational advancement. Administrative leaves are not automatic and are approved upon submission of a plan.

Full Disclosure

The University of the Fraser Valley makes regular and full public disclosure of the compensation of each executive officer in accordance with relevant public policy and statutes.



Barry Delaney, Chair
UFV Board of Governors

