



April 18, 2017

CEO & President of Public Sector Employers' Council Secretariat  
2<sup>nd</sup> Floor, 880 Douglas St  
Victoria, B.C.  
V8W 2B7

**Subject: Attestation - Compensation Policy Compliance**

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As the Chair of the Okanagan College Board of Governors, I can confirm that the Board is aware of the executive compensation paid in fiscal 2016/2017 and that Okanagan College is in compliance with:

- 1) The Okanagan College PSEC approved compensation plan; and,
- 2) The Management & Excluded Compensation Freeze Policy of September 2, 2012 requiring a freeze on all management and individual compensation.

Sincerely,

A handwritten signature in black ink, appearing to read "Connie Denesiuk", written in a cursive style.

Connie Denesiuk

Chair, Board of Governors



**OKANAGAN COLLEGE**  
**Executive Compensation Disclosure Statement for 2016/2017**  
**Prepared: April 18, 2017**

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2016/2017.

**Compensation Philosophy**

**Total Compensation:** For the purposes of this report, total compensation includes: base salary, performance pay, pension, group insurance benefits and other perquisites (e.g. RRSP).

**Philosophy:** Executive compensation is determined with reference to the job evaluation plan; annual salary ranges for specific positions and benefits established by the Human Resource Policy approved by the Government (and subject to change from time to time with the approval of the Government).

**Process:**

**President:** The President's performance management and compensation is the responsibility of the Presidential Review Committee under the leadership of the Board Chair. This Committee is led by the Board Chair and also includes the Chair and Vice-Chair of the Human Resource Committee. This Committee is responsible for conducting the President's annual performance evaluation, establishing goals for the coming year and making recommendations to the full Board on any changes to the compensation.

The annual process involves (1) annual performance evaluation (performance on previous year's goals, including self-assessment by President, survey of Board members and assessment by Committee), (2) establishment of new goals for forthcoming years including actions, performance measures, targets and constraints and discussion of any changes to compensation package, and (3) the Sub-Committee produces a report on the evaluation, compensation recommendations and the draft President's goals for the upcoming year. Board considers and approves the recommendation(s).

**Vice-Presidents:** The President is responsible for the performance management of the Vice Presidents, which includes setting annual goals including measurements and targets.

Okanagan College is in the process of instituting a comprehensive performance management system for its entire Management Team. This system is based on the process described for the President.

**Relation of Goals to Compensation:** Compensation change is dependent on performance in meeting previous year's performance measures and targets, including AVED enrolment targets and institutional budget. The President's compensation level has been set according to the PSEA guidelines.

**Performance Pay:** There was no performance payout for 2016/2017 due to the conditions explained above.

Sincerely,

A handwritten signature in black ink, appearing to read "Connie Denesiuk".

Connie Denesiuk  
Chair, Board of Governors

Attached: 2016-17 Compensation Table

Okanagan College

Summary Compensation Table at 2017

| Name and Position   | Salary     | Holdback/Bonus/<br>Incentive Plan<br>Compensation | Benefits  | Pension   | All Other<br>Compensation<br>(expanded<br>below) | 2016/2017<br>Total<br>Compensation | Previous Two Years Totals<br>Total Compensation |            |
|---|------------|---|-----------|-----------|--|------------------------------------|---|------------|
|   |            |   |           |           |  |                                    | 2015/2016                                       | 2014/2015  |
| James Hamilton, President                                   | \$ 176,176 | -   | \$ 10,299 | \$ 17,723 | \$ 14,218  | \$ 218,416                         | \$ 221,810                                      | \$ 218,316 |
| Roy Daykin, Vice President, Employee and Corporate Services | \$ 144,152 | -   | \$ 10,136 | \$ 14,502 | \$ 6,064   | \$ 174,854                         | \$ 176,025                                      | \$ 53,827  |
| Andrew Hay, Vice President Education                        | \$ 144,152 | -   | \$ 10,253 | \$ 14,502 | \$ 6,064   | \$ 174,971                         | \$ 176,190                                      | \$ 175,303 |
| Charlotte Kushner, Vice President Students                  | \$ 144,152 | -   | \$ 10,136 | \$ 14,502 | \$ 6,064   | \$ 174,854                         | \$ 176,028                                      | \$ 174,552 |

**Summary Other Compensation Table at 2017**

| <b>Name And Position</b>                                    | <b>All Other Compensation</b> | <b>Severance</b> | <b>Vacation payout</b> | <b>Leave payout</b> | <b>Vehicle / Transportation Allowance</b> | <b>Perquisites / other Allowances</b> | <b>Other</b> |
|---|-------------------------------|------------------|------------------------|---------------------|---|---------------------------------------|--------------|
| James Hamilton, President                                   | \$ 14,218                     | -                | -                      | -                   | \$ 7,027                                  | -                                     | \$ 7,191     |
| Roy Daykin, Vice President, Employee and Corporate Services | \$ 6,064                      | -                | -                      | -                   | \$ 6,023                                  | -                                     | \$ 41        |
| Andrew Hay, Vice President Education                        | \$ 6,064                      | -                | -                      | -                   | \$ 6,023                                  | -                                     | \$ 41        |
| Charlotte Kushner, Vice President Students                  | \$ 6,064                      | -                | -                      | -                   | \$ 6,023                                  | -                                     | \$ 41        |

**Notes**

|   |  |
|---|--|
| James Hamilton, President                                   | <b>General Note:</b> Prior year had 26.2 pay periods, current year has 26.1 pay periods. The President's compensation plan includes a 25% (of base salary) amount in lieu of benefits. This includes the standard Employer provided benefits (Health, Dental, Pension etc). In addition, the President may choose how he wishes to use or allocate the remaining unused portion of the 25% of benefits in lieu (for example Donations, RRSP contributions, Gym memberships, Health Care Spending Account etc). Any portion of the 25% benefits that is not allocated/spent, is retained by the College for future use or paid out to the President upon request. The payout or other options are all considered taxable earnings.<br><b>Other Note:</b> EI Rebate - \$41 Benefits - \$7,150 In this fiscal year the President applied a portion of his 25% benefits in the following ways: Donations - \$4,750, Health Care Spending Account Contribution - \$2,400. |
| Roy Daykin, Vice President, Employee and Corporate Services | <b>General Note:</b> Prior year had 26.2 pay periods, current year has 26.1 pay periods.<br><b>Other Note:</b> EI Rebate   |
| Andrew Hay, Vice President Education                        | <b>General Note:</b> Prior year had 26.2 pay periods, current year has 26.1 pay periods.<br><b>Other Note:</b> EI Rebate   |
| Charlotte Kushner, Vice President Students                  | <b>General Note:</b> Prior year had 26.2 pay periods, current year has 26.1 pay periods.<br><b>Other Note:</b> EI Rebate   |