

May 26, 2021

Mr. John Davison
President & CEO
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison:

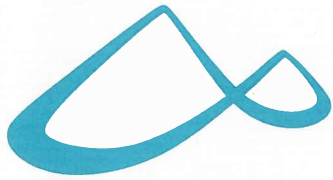
I confirm that the information contained in the attached report accurately states the executive compensation paid out in fiscal 2020-2021 and is in compliance with the compensation plans approved by PSEC.

Sincerely,



Randal Macnair, Chair
Board of Governors
College of the Rockies

Attach.



COLLEGE OF
THE ROCKIES

**College of the Rockies
Total Compensation Philosophy
Approved by Board of Governors April 2016**

Purpose and Rationale

College of the Rockies total compensation programs are a tool to help the institution attract and retain qualified staff and are designed in a fiscally responsible manner in support of our Strategic Plan, Mission and Vision, with flexibility to respond to changing and unique circumstances.

The Guiding Principles for our total compensation programs are as follows:

Performance – Compensation programs support and promote a performance-based organizational culture and the College is exploring performance measures that provide an accurate measure of performance.

Differentiation – Differentiation of salary is supported where there are differences in the scope and breadth of the position within the institution and within the parameters of established job evaluation methods and approved pay bands.

Accountability – Compensation decisions are objective and based upon a clear and well documented rationale that demonstrates the appropriate expenditure of public funds in accordance with the Taxpayer Accountability Principles.

Transparency – Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by the employees and the public while protecting individual personal information, except where disclosure is required by government regulation, statute or policy.

Sustainability – Our total compensation programs are designed, administered and updated in a fiscally responsible manner that ensures that costs are affordable and sustainable over time and continue to meet the needs of the institution.

Our total compensation program includes four main elements:

Total Compensation

Compensation

The College strives to provide fair compensation, in the form of salary bands that recognize the scope and breath of job responsibilities and the education and experience that employees bring to their roles.

Benefit and Pension

The College provides an excellent benefit package to employees and their dependents during their employment and contributes to their pension plans. Benefits provided include: Medical Services Plan, Basic Life Insurance and Accidental Death and Dismemberment Insurance; Short and Long Term Disability; Extended Health and Dental.

Career Development

The College provides support for skill and other career development activities through access to professional development funds as well as providing opportunities for career growth through challenging assignments, while supporting the College's Strategic Plan.

Work/Life

The College provides appropriate programs to support recreational and other leisure activities to help employees balance their work and personal demands.

Comparator Groups

Our core comparator group includes similar post -secondary and other public sector organizations in BC. For other jobs where talent may be needed from out of the province and jobs that require skills from specific industries or from outside of the public sector, a secondary comparator group may be used. Our total compensation programs are targeted at approximately the 50th percentile of our comparator group.

A multi-factor job evaluation program is utilized to guide and support internal equity and ensure positions are placed appropriately within the compensation structure.

Governance and Administration

The Board of Governors is responsible for approving our overall compensation philosophy and programs in accordance with Government policy and legislation. The President and senior executive team is responsible for the day-to-day oversight and administration of the programs. Total compensation programs may be amended from time-to-time, as determined by the College, and as approved by the Board and the Minister.

College of the Rockies

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Paul Vogt, President / CEO	\$ 147,574	-	\$ 14,392	\$ 15,259	\$ 23,275	\$ 200,500		
David Walls, President	\$ 76,784	-	\$ 1,961	\$ 7,939	-	\$ 86,684	\$ 224,366	\$ 211,067
Laurie Calverley, Executive Director, Human Resources and Payroll	\$ 131,604	-	\$ 10,864	\$ 13,608	-	\$ 156,076	\$ 126,199	
Deborah M Carty, Vice-President, External Affairs	\$ 156,264	-	\$ 13,807	\$ 16,158	-	\$ 186,229	\$ 108,134	
Robin Hicks, Vice-President, Academic & Applied Research	\$ 178,486	-	\$ 14,187	\$ 18,456	-	\$ 211,129	\$ 122,732	
Dianne Teslak, Vice-President, Finance and Corporate Services	\$ 157,073	-	\$ 13,559	\$ 16,241	-	\$ 186,873	\$ 167,678	\$ 156,359

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Paul Vogt, President / CEO	\$ 23,275	-	-	-	-	-	\$ 23,275
David Walls, President	-	-	-	-	-	-	-
Laurie Calverley, Executive Director, Human Resources and Payroll	-	-	-	-	-	-	-
Deborah M Carty, Vice-President, External Affairs	-	-	-	-	-	-	-
Robin Hicks, Vice-President, Academic & Applied Research	-	-	-	-	-	-	-
Dianne Teslak, Vice-President, Finance and Corporate Services	-	-	-	-	-	-	-

Notes

Paul Vogt, President / CEO	General Note: As the executive freeze was implemented on August 21, 2020, the executives at College of the Rockies will forgo standard performance based increase for the 2020/21 performance year. Other Note: \$20,500 relocation allowance and \$2,775 house hunting trip to Cranbrook
David Walls, President	General Note: David Walls retirement date: August 17, 2020
Laurie Calverley, Executive Director, Human Resources and Payroll	General Note: College of the Rockies provided a 8% performance based increase effective September 1, 2020 for the 2019/20 performance year.
Deborah M Carty, Vice-President, External Affairs	General Note: Appointed Vice President, External Affairs January 1, 2021 at a base salary of \$175,000. As the executive freeze was implemented on August 31, 2020, the executives at College of the Rockies will forgo standard performance based increases for the 2020/21 performance year.
Robin Hicks, Vice-President, Academic & Applied Research	General Note: College of the Rockies provided a 4% performance based increase effective September 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives at College of the Rockies will forgo standard performance based increases for the 2020/21 performance year.
Dianne Teslak, Vice-President, Finance and Corporate Services	General Note: College of the Rockies provided a 8% performance based increase effective September 1, 2020 for the 2019/20 performance year. As the executive freeze was implemented on August 31, 2020, the executives as College of the Rockies will forgo standard performance based increases for the 2020/21 performance year.