



British Columbia Institute of Technology
Executive Compensation Disclosure Statement for 2012/2013
June 14 2013

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 2012/2013.

Compensation Philosophy

The objective for the BCIT Management Compensation Plan is to ensure that management staff salaries are sufficiently competitive in the market place to:

1. attract and retain a high calibre of staff
2. recognize the growth of individuals as they assume the full scope and responsibilities of their position;
and
3. recognize employees for work performed based on level of performance and contribution.

Regular surveys of management compensation in other marketplaces are conducted to ensure BCIT salaries are competitive. ¹

An important principle underlying the compensation policy is that all management positions are evaluated using one standard job evaluation plan for the group.

Some features of the compensation policy are that it provides for flexibility in the new hire placement, progression on the salary band is performance based, and there is the ability for merit recognition beyond the job rate (top step). The merit recognition is in the form of a re-earnable meritorious annual award and achieved through exemplary performance and exceeding expectations.

Individual performance is measured on the following dimensions:

- Outcomes Achieved
- Academic/Professional Leadership
- Customer Focus
- Leading Others
- Managing Results
- Business Processes
- Teamwork
- Independence

The overall rating of employee performance as: Exceeding Performance Plan; Fully Achieving Performance Plan; Marginally Achieving Performance Plan or Unsatisfactory is then determined. Individuals may earn 6%, 4%, 2%, or 0% depending on the overall rating.

A handwritten signature in black ink, appearing to read "Tony Gugliotta", written over a horizontal line.

Tony Gugliotta
Chair, BCIT Board of Governors
Attached: Appendix A – Public Sector Executive Compensation Disclosures – Post Secondary Sector 2012-2013

¹Excerpt taken from Section 5.1-Policy of the BCIT Management Terms and Conditions, approved by the BCIT Board of Governors, September 2000.

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Don Wright ¹ , President	\$ 257,500	\$ -	\$ 18,329	\$ 23,876	\$ -	\$ 299,705	\$ 301,685	\$ 301,700
Pommashea Noel-Bentley, Vice President, External Relations	\$ 206,379	\$ -	\$ 13,988	\$ 20,345	\$ 6,000	\$ 246,712	\$ 248,418	\$ 30,866
Tomi Eeckhout, Vice President, Human Resources	\$ 201,678	\$ -	\$ 16,517	\$ 19,860	\$ 6,000	\$ 244,055	\$ 236,131	\$ 228,146
Chris Golding ² , Vice President, Learning & Teaching Services	\$ 199,729	\$ -	\$ 16,437	\$ 19,520	\$ 6,000	\$ 241,686	\$ 231,788	\$ 223,278
Paul Dangerfield, Vice President, Education	\$ 193,370	\$ -	\$ 16,413	\$ 19,076	\$ 6,000	\$ 234,859	\$ 230,761	\$ 222,462
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
¹ Resigned effective March 11 2013 ,	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
² Acting President effective February 28 2013 ,	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Don Wright ¹ , President	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pommashea Noel-Bentley, Vice President, External Relations	\$ 6,000	\$ -	\$ -	\$ -	\$ 6	\$ -	\$ -
Tomi Eeckhout, Vice President, Human Resources	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -
Chris Golding ² , Vice President, Learning & Teaching Services	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -
Paul Dangerfield, Vice President, Education	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
¹ Resigned effective March 11 2013 ,	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
² Acting President effective February 28 2013 ,	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Notes: