



June 6, 2023

John Davison, President & CEO
Public Sector Employers' Council Secretariat
Suite 210-880 Douglas Street
Victoria, B.C.
V8W 2B7

Subject: Attestation – Compensation Policy Compliance

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 2022/2023 and that Okanagan College is in compliance with:

- 1) The Okanagan College PSEC approved compensation plan; and,
- 2) The Accountable Compensation Direction

Sincerely,

A handwritten signature in black ink, appearing to read "Juliette Cunningham", with a stylized flourish at the end.

Juliette Cunningham

Chair, Board of Governors



OKANAGAN COLLEGE
Executive Compensation Disclosure Statement for 2022/2023
Prepared: May 15, 2023

The following report provides an accurate representation of all compensation provided to the Chief Executive Officer (CEO) and the next four highest ranking/paid executives with decision-making authority earning an annualized base salary of \$125,000 or more in the fiscal year 2022/2023.

Compensation Philosophy:

Okanagan College provides exempt employees with a total compensation program that is designed to attract and retain qualified staff. The program aligns with the College's Mission, Vision and Values.

The College's subscribes to the following guiding principles:

1. Performance – compensation programs support and promote a performance based organizational culture.
2. Differentiation – salary differentiation is supported where there are differences in the scope of the position within the College, and/or due to superior individual or team contributions.
3. Accountability – compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.
4. Transparency – compensation programs are designed, managed and communicated in a manner that ensures the programs are clearly understood by employees and the public while protecting personal information.

Exempt compensation is targeted at approximately the 50th percentile (median) of the core BC post-secondary and public sector comparator groups. The College's core comparator group includes similar post-secondary and other public sector organizations in British Columbia. When considering other public sector organizations, emphasis will be given to those within the BC Public Service. A secondary comparator group may be used in certain circumstances. The relative scope, responsibilities, and complexities of jobs are considered to ensure compensation levels are fair and equitable. Market competitiveness is balanced with internal equity to ensure that the relative internal value of the work is fairly recognized.

The compensation program is fiscally responsible and ensures that costs are affordable and sustainable over time.

Total Compensation:

The College's Total compensation program includes four main elements:

1. Compensation – fair and equitable compensation based on the scope and breadth of job responsibilities and the education, experience and competencies the employee brings to the position.
2. Benefits – pension and group benefit programs for the well-being of employees and their families.
3. Career Development – support for skill, professional and career development.
4. Work/Life Balance – paid/unpaid leave and other programs to help employees balance their work and personal demands, as well as community service roles.

Total compensation programs may be amended from time to time, as determined by the College, and as approved by the Government. For the purposes of this report, total compensation includes: base salary, performance pay, pension, group insurance benefits and other perquisites (e.g. RRSP).

Process:

President: The President's performance management and compensation is the responsibility of the Board's Human Resource and Compensation Committee as outlined in their [Terms of Reference](#). 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. Any changes to compensation are in alignment with the guidelines set forth by the Public Sectors' Employee Council (PSEC).

The annual process involves (1) annual performance evaluation (performance on previous year's goals, including self-assessment by President and assessment by the Human Resource and Compensation 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 Committee provides a report on the evaluation, compensation recommendations and the draft President's goals for the upcoming year. The 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. Any changes in compensation are in alignment with the framework put forth by PSEA.

Relation of Goals to Compensation: Compensation change is dependent on performance in meeting previous year's performance measures and targets, including AEST enrolment targets and institutional budget.

Performance Pay: Performance increases were provided for the 2022/2023 year that are in alignment with the Provincial Excluded Compensation Framework.

Sincerely,

A handwritten signature in black ink, appearing to read 'Juliette Cunningham', with a long, sweeping horizontal line extending to the right.

Juliette Cunningham
Chair, Board of Governors

Attached: 2022-23 Compensation Table

Okanagan College

Summary Compensation Table at 2023

| Name and Position | Salary | Holdback/Bonus/ Incentive Plan Compensation | Benefits | Pension | All Other Compensation (expanded below) | 2022/2023 Total Compensation | Previous Two Years Totals Total Compensation | |
|--|------------|---|-----------|-----------|--|------------------------------------|---|------------|
| | | | | | | | 2021/2022 | 2020/2021 |
| Neil Fassina, President & CEO | \$ 236,014 | - | \$ 12,093 | \$ 24,404 | \$ 7,084 | \$ 279,595 | \$ 277,582 | |
| Andrew Hay, Provost & Vice President, Academic | \$ 208,765 | - | \$ 11,597 | \$ 21,586 | \$ 6,080 | \$ 248,028 | \$ 243,462 | \$ 239,974 |
| Gillian Henderson, Associate VP, People Services | \$ 175,678 | - | \$ 11,284 | \$ 18,165 | \$ 57 | \$ 205,184 | \$ 138,265 | |
| Curtis Morcom, Vice President, Employee & Corporate Services | \$ 196,472 | - | \$ 11,790 | \$ 20,315 | \$ 6,080 | \$ 234,657 | \$ 225,323 | \$ 222,016 |
| Meri Kim Oliver, Vice President, Students | \$ 199,795 | - | \$ 11,619 | \$ 20,659 | \$ 6,080 | \$ 238,153 | \$ 232,027 | \$ 157,709 |

Summary Other Compensation Table at 2023

| Name and Position | All Other Compensation | Severance | Vacation Payout | Paid Leave | Vehicle / Transportation Allowance | Perquisites / Other Allowances | Other |
|--|------------------------|-----------|-----------------|------------|------------------------------------|--------------------------------|-------|
| Neil Fassina, President & CEO | \$ 7,084 | - | - | - | \$ 7,027 | - | \$ 57 |
| Andrew Hay, Provost & Vice President, Academic | \$ 6,080 | - | - | - | \$ 6,023 | - | \$ 57 |
| Gillian Henderson, Associate VP, People Services | \$ 57 | - | - | - | - | - | \$ 57 |
| Curtis Morcom, Vice President, Employee & Corporate Services | \$ 6,080 | - | - | - | \$ 6,023 | - | \$ 57 |
| Meri Kim Oliver, Vice President, Students | \$ 6,080 | - | - | - | \$ 6,023 | - | \$ 57 |

Notes

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|--|---|
| Neil Fassina, President & CEO | General Note: This position received a 2% performance-based, board recommended increase. Other Note: EI Rebate |
| Andrew Hay, Provost & Vice President, Academic | General Note: This position received a 2% performance-based increase, effective July 1, 2022. Other Note: EI Rebate |
| Gillian Henderson, Associate VP, People Services | General Note: This was the first full year of reporting for Gillian Henderson. This position received a 2% performance-based increase, effective August 3, 2022. Other Note: EI Rebate |
| Curtis Morcom, Vice President, Employee & Corporate Services | General Note: This position received a 5% performance-based increase, effective July 1, 2022. Other Note: EI Rebate |
| Meri Kim Oliver, Vice President, Students | General Note: This position received a 3% performance-based increase, effective July 1, 2022. Other Note: EI Rebate |