




**NICOLA VALLEY
INSTITUTE OF
TECHNOLOGY**

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nvit.ca 

May 13, 2024

John Davison, President & CEO
PSEC Secretariat
Suite 210 - 880 Douglas Street Victoria, B.C. V8W 2B7

Dear Mr. Davison,

I confirm that the information contained in the attached report accurately states the executive compensation paid out in fiscal 2023 - 2024, and is in compliance with the compensation plans approved by PSEC.

Sincerely,



Lennard Joe
Board Chair

BC'S INDIGENOUS PUBLIC POST-SECONDARY INSTITUTE
EXPERIENCE THE NVIT DIFFERENCE

MERRITT CAMPUS
4155 Belshaw St,
Merritt, BC V1K 1R1

VANCOUVER CAMPUS
200-4355 Mathissi Place,
Burnaby, BC V5G 4S8



NVIT Total Compensation Philosophy

Overall Objective

Given NVIT's mandate as BC's Indigenous public post-secondary institution, the Board seeks to attract and retain excluded employees who have the skills and attributes to provide effective leadership consistent with the institution's unique mandate and operating context.

Guiding Principles

Performance - Salary increases will be provided to employees on the basis of evaluations indicating that they are meeting or exceeding performance expectations.

Differentiation – Salary differentiation will only occur when the scope of a position held by two or more employees varies greatly within the institution.

Equity and Fairness – Compensation increases will be administered in a fair and equitable manner.

Accountability – Compensation decisions at NVIT are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

Transparent – NVIT's compensation programs will be clearly communicated to employees and relevant information will be made available publicly as per FOIPOP guidelines.

Role of Total Compensation Elements

Compensation – NVIT will continue to work with PSEA and PSEC to ensure that excluded employee compensation is appropriately competitive within the sector.

Benefits – NVIT will provide a comprehensive benefit package to employees to include sick leave, short and long-term disability, extended health benefits, dental and MSP coverage.

Career Development – NVIT supports and encourages lifelong learning through the provision of professional development funds and leave time for employees. NVIT is also a proponent of employee advancement within the institution to encourage career development.

Work/Life – NVIT supports and encourages work/life balance by providing paid vacation and special leave and gymnasium use for employees to promote health and wellness. Information and counselling in relation to work/life balance is available through Human Resources as well as NVIT's health care providers.

Comparator Groups

The Board seeks to ensure that total compensation is competitive with comparable institutions within the public post-secondary sector in British Columbia and other appropriate comparators including local Indigenous organizations, subject to relevant statutes and public policy.

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

Governance and Administration

Responsibility for determining executive compensation and approving the overall compensation philosophy lies with the Board Chair in consultation with the Board Executive Committee, taking into consideration the factors described above.

The President's Office and Human Resources is responsible for the day-to-day oversight and administration of the institute's compensation programs.

NVIT is BC's Indigenous Public Post-Secondary Institution with a mandate to address the post-secondary educational needs of Indigenous students and communities.

Nicola Valley Institute of Technology

Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Ken W Tourand, President & CEO	\$ 229,335	-	\$ 15,513	\$ 24,457	\$ 7,400	\$ 276,705	\$ 259,129	\$ 247,878
John Chenoweth, Vice President, Academic	\$ 174,154	-	\$ 14,185	\$ 18,007	\$ 200	\$ 206,546	\$ 181,874	\$ 164,528
Ernie Gran, Chief Financial Officer	\$ 83,449	-	\$ 8,705	\$ 9,003	\$ 100,000	\$ 201,157	\$ 175,221	\$ 154,202
Paul Grewal, Chief Financial Officer	\$ 141,317	-	\$ 11,480	\$ 14,612	\$ 800	\$ 168,209		
Sue Sterling-Bur, VP, Students	\$ 174,154	-	\$ 14,140	\$ 18,007	\$ 1,050	\$ 207,351	\$ 177,469	\$ 155,749

Summary Other Compensation Table at 2024

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Ken W Tourand, President & CEO	\$ 7,400	-	-	-	\$ 7,200	-	\$ 200
John Chenoweth, Vice President, Academic	\$ 200	-	-	-	-	-	\$ 200
Ernie Gran, Chief Financial Officer	\$ 100,000	\$ 100,000	-	-	-	-	-
Paul Grewal, Chief Financial Officer	\$ 800	-	-	-	-	\$ 600	\$ 200
Sue Sterling-Bur, VP, Students	\$ 1,050	-	-	-	-	\$ 50	\$ 1,000

Notes

Ken W Tourand, President & CEO	General Note: Ken received a 6.75% performance-based salary increase effective April 1, 2023. Other Note: fitness benefit reimbursement - \$200
John Chenoweth, Vice President, Academic	General Note: NVIT was approved to move to the Group 2 scale by the PSEA Board, and as such the actual base salary has increased by both the salary scale adjustments, as well as a 6.75% performance-based increase which was effective April 1, 2023. Other Note: fitness benefit reimbursement - \$200
Ernie Gran, Chief Financial Officer	General Note: Ernie received a 6.75% performance-based increase effective April 1, 2023. Terminated on September 25, 2023. \$100,000 paid as lump sum severance.
Paul Grewal, Chief Financial Officer	General Note: This is the first year reporting Paul Grewal. April 1 – September 24 Director, Finance \$56,996.72 September 25 – November 15 Interim AVP, Finance \$19,065.96 November 16 - present CFO \$65,254.50 Perquisite/Other Allowance Note: personal cellphone reimbursement - \$600 Other Note: fitness benefit reimbursement - \$200
Sue Sterling-Bur, VP, Students	General Note: NVIT was approved to move to the Group 2 scale by the PSEA Board, and as such the actual base salary has increased by both the salary scale adjustments, as well as a 6.75% performance-based increase which was effective April 1, 2023. Perquisite/Other Allowance Note: personal cellphone reimbursement - \$50 Other Note: emergency services assistance (Elder support) - \$1,000.86 This was regarding the evacuation of the Lyton Elders as a result of wildfires.