



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 \$37,500 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 Governance Committee. The Governance Committee includes the Chair and Vice Chair of the Human Resource Committee. This Committee is responsible for conducting the President's 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 and (3) recommendation of compensation. The Governance Committee will make a recommendation to the full Board on any changes to the compensation.

Vice President: The Vice President's performance and compensation are the responsibility 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.

Definition of Cash Compensation: Cash compensation change is dependent on performance in meeting previous year's goals. The President's compensation level has been set according to the PSEA guidelines.

Performance pay: There was no performance pay for 2016/2017 as further advice is explained above.

Sincerely,

 Connie Denesiuk
 Chair, Board of Governors

Attached: 2016-17 Compensation Table

(a) Name and Principal Position	(b) Annual Base Salary Received	(c) Bonus (\$\$\$)	(d) Incentive Plan Compensation Paid	(e) Benefits (SSS)	(f) Pension (\$\$\$)	(g) *Other Compensation (\$\$\$)	(h) **Total Compensation (\$\$\$)	(i) Previous Years Totals 2015/2016	(j) Previous Years Totals 2014/2015
James Hamilton President	\$ 176,176	\$ -	\$ -	\$ 10,299	\$ 17,723	\$ 14,218	\$ 218,417	\$ 221,810	\$ 220,220
Andrew Hay Vice-President, Education	\$ 144,152	\$ -	\$ -	\$ 10,253	\$ 14,502	\$ 6,064	\$ 174,972	\$ 176,190	\$ 174,261
Roy Daykin Vice-President, Finance & Administration	\$ 144,152			\$ 10,136	\$ 14,502	\$ 6,064	\$ 174,854	\$ 176,027	\$ 53,827
Charlotte Kushner Vice-President, Students	\$ 144,152	\$ -	\$ -	\$ 10,136	\$ 14,502	\$ 6,064	\$ 174,854	\$ 176,024	\$ 170,121
Totals:	\$ 608,633	\$ -	\$ -	\$ 40,824	\$ 61,228	32,412			