



OKANAGAN COLLEGE

Executive Compensation Disclosure Statement - 2017/2018

The following report provides an accurate representation of all compensation provided. The salary was \$125,000 or greater in the fiscal year 2017/2018.

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 compensation philosophy includes the following:

- 1. Performance - compensation program supports and promotes 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 process.

The program is clearly understood by employees and the public while protecting personal information.

Exempt compensation is targeted at approximately the 50th percentile (median) of the comparable organizations in the region.

Relative responsibilities and complexities of jobs are considered to ensure compensation levels and work is fairly recognized.

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

Total Compensation:

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

- 1. Compensation - base and variable compensation based on the scope and breadth of responsibilities.
- 2. Performance - incentive compensation based on individual performance.
- 3. Career Development - support for skill, professional and career development.

personal demands, as well as community service roles.

Total compensation program is determined by the College and 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 Presidential Review Committee under the leadership of the Board Chair. This Committee is led by the Board Chair and also includes the Chair and Vice Chair of the Human Resources Committee. 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.

The annual process involves (1) annual performance evaluation (performance on previous year's goals, including self-assessment by President, review of Board members and assessment by Committee), (2) establishment of new goals for forthcoming years including actions, performance measures, targets and constraints, and discussion of any recommendations with the President's goals for the upcoming year. 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.

Chancellor College: In the process of instituting a comprehensive performance management system for its entire organization.

Relation of Goals to Compensation: Compensation changes independent of performance in media, students, and the university's performance measures and targets, including AEST enrollment targets and institutional budget. The President's compensation level has been set according to the PSEA guidelines.

Performance Pay: There was no performance pay for 2017/2018 due to the conditions explained above.

Sincerely,


Christopher Derickson
Chair, Board of Governors

Attached: 2017-18 Compensation Table

