



June 27, 2023

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

Dear Mr. Davison,

Re: Attestation for the Fiscal 2022-23 Executive Compensation Report

As part of the required documentation associated with the Executive Compensation Disclosure reporting, I provide the following attestation with respect to Capilano University's submission:

- The Board of Governors is aware of the executive compensation paid in the 2022/23 fiscal year.
- The disclosed information is accurate and includes all compensation paid by Capilano University.
- Compensation provided was within the approved compensation plans and complies with PSEC guidelines.

Sincerely,

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

Ash Amlani

Enc.

Policy No.	Officer Responsible		
B.509	President		
Policy Name			
Administrator Compensation Policy			
Approved by	Replaces	Category	Next Review
Board	Memo 42	A	April 2019
Date Issued	Date Revised	Related Policies, Reference	
November 17, 2015	April 19, 2016	B.503, B.507, B.510	

1 POLICY STATEMENT

Capilano University provides an Administrator Compensation Policy that includes: salary, flexible group benefits, College Pension Plan and other programs and services designed to attract and reward employees' commitment and performance.

2 SCOPE

This policy applies to all regular and term-defined employees who are administrators including the President, Vice-Presidents, Deans, Directors and Managers.

3 GOVERNANCE

Capilano University's Board of Governors oversees the Administrator Compensation Policy which may be amended from time to time, as determined by the University and as approved by the Minister. The President is responsible for Capilano University's Administrator Compensation Policy, consistent with Board policy.

4 OBJECTIVES

Capilano University's Administrator Compensation Policy is intended to attract and retain skilled and knowledgeable personnel necessary to meet the University's mission and goals.

5 GUIDING PRINCIPLES

In administering the Administrator Compensation Policy, Capilano University adheres to the following guiding principles:

5.1. Performance

Employees will receive annual performance evaluations to ensure that employees are meeting the job expectations for their positions.

5.2. Differentiation

The Administrator Compensation Policy will ensure that differences in scope and responsibility are compensated appropriately in relation to all internal positions.

5.3. External Equity

Capilano University's salary scale will be reviewed periodically to work towards external equity with comparables.

5.4. Accountability of Funds

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

5.5. Fair and Consistent

The Administrator Compensation Policy will be fairly and consistently applied, based on assessing common factors for jobs, and not assessing the individual in the role.

5.6. Transparency

Compensation systems are designed, managed and communicated in a manner that ensures the Administrator Compensation Policy is clearly understood by employees and the public while protecting individual personal information.

5.7. Compliance

The Administrator Compensation Policy will be in compliance with all laws and regulations.

6 ELEMENTS OF THE ADMINISTRATOR COMPENSATION POLICY

Capilano University offers an Administrator Compensation Policy designed to remain competitive with other post-secondary institutions in British Columbia. Elements of the policy include:

6.1. Salary

Differences in scope and responsibility are compensated appropriately in relation to all internal positions.

6.2. Health and Welfare Benefits

Capilano University has a flexible benefits plan with a number of different elements, some of which can be modified in order for employees to make selections to better suit their individual needs:

- BC Medical
- Extended Health
- Dental
- Group Life and Accidental Death and Dismemberment
- Long Term Disability
- Short Term Disability

- Employee and Family Assistance Program
- Optional coverage available through flexible benefit options:
 - Health Care Spending Account
 - Professional Development
 - Registered Retirement Savings Plan

6.3. General Benefits

- Vacation
- Sick Leave

6.4. Pension

- College Pension Plan

6.5. Other

- Professional Development

7 EXTERNAL EQUITY

Capilano University’s comparator group includes organizations where we can attract qualified employees from and are at risk of losing qualified employees to. Our core comparator group includes similar post-secondary institutions and other public sector employers within British Columbia. For other jobs where talent may be needed from out-of-province and jobs that require skills from specific industries or from outside of the public sector, a secondary comparator group may be required.

8 PAY POSITIONING

Capilano University targets the 50th percentile of the comparator group.

9 AFFORDABILITY AND SUSTAINABILITY

Capilano University’s Administrator Compensation Policy is designed and administered in a fiscally responsible manner that ensures that costs are affordable and sustainable over time.

Capilano University
Executive Compensation Disclosure

Employee		Core Compensation					All Other Compensation							Total compensation	Previous year	Change	Comment	
First Name (a)	Last Name (b)	Annualized Base Salary (c)	Base Salary (Fisc 22/23) (d)	Holdback (e)	Statutory and Health Benefits (f)	Pension Contributions (g)	Severance (h)	Vacation payout (i)	Paid leave (j)	Vehicle / Transportation Allowance (k)	Perquisite / other Allowance (l)	Other (m)	Description of items included in column (h) to column (m) (n)					Total of "All Other" items (o)
Paul	Dangerfield	\$ 227,753	\$ 227,753	\$ -	\$ 17,036	\$ 23,550	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 268,339	\$ 261,046	2.79%	A new five-year contract commenced on October 1, 2021 with new benefits selections, hence the decrease in benefits costs. This position received a performance-based increase of 5% for the 2022/23 fiscal year.
Laureen	Styles	\$ 199,032	\$ 199,032	\$ -	\$ 14,617	\$ 20,580	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 234,229	\$ 210,639	11.20%	This position received a performance-based increase of 7% for the 2022/23 fiscal year. In addition this position received a 4% general wage increase effective April 1, 2022. Benefits cost increased due to higher premiums in the 2022/23 fiscal year.
Toran	Savjord	\$ 182,678	\$ 182,678	\$ -	\$ 15,788	\$ 19,170	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,717	Acting Stipend for acting in a VP, Finance and Administration role	\$ 2,717	\$ 220,353	\$ 195,363	12.79%	This position received a performance-based increase of 7% for the 2022/23 fiscal year. In addition this position received a 4% general wage increase effective April 1, 2022. Benefits cost increased due to higher premiums in the 2022/23 Fiscal year. Toran Savjord received a stipend for acting in the VP, Finance and Administration role while this position was vacant.
Jennifer	Ingham	\$ 172,645	\$ 172,645	\$ -	\$ 13,836	\$ 17,852	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 204,333	\$ 187,099	9.21%	This position received a performance-based increase of 5% for the 2022/23 fiscal year. In addition this position received a 4% general wage increase effective April 1, 2022. Benefits cost increased due to higher premiums in the 2022/23 fiscal year.
Kartik	Bharadwa	\$ 169,520	\$ 169,520	\$ -	\$ 14,098	\$ 17,528	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 201,147	\$ 39,833	404.97%	This is the first full year of reporting for Kartik Bharadwa. This position received a general wage increase of 4% for the 2022/23 fiscal year.
Tally	Bains	\$ 169,520	\$ 128,034	\$ -	\$ 11,424	\$ 13,239	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 152,697	\$ -	0.00%	This is the first year of reporting for Tally Bains. Her contract commenced on July 11, 2022.
Debbie	Carter	\$ 173,250	\$ 27,672	\$ -	\$ 3,053	\$ 2,861	\$ -	\$ 5,029	\$ -	\$ -	\$ -	\$ -	Vacation paid on retirement	\$ 5,029	\$ 38,616	\$ 194,967	-80.19%	This is the last year of reporting for Debbie Carter as she retired effective May 27, 2022. The value of her unused vacation days were paid on retirement. This position received a performance-based increase of 5% for the 2022/23 fiscal year.