




**NICOLA VALLEY
INSTITUTE OF
TECHNOLOGY**

+1-877-682-3300 

info@nvit.ca 

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 – dNVIT 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 are 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.

Summary Compensation Table for 2023/24

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 Tourand, President & CEO	229,335.91	-	15,513.89	24,457.89	7,400	276,707.69	259,131.00	247,879.34
John Chenoweth, VP Academic	174,154.74	-	14,185.67	18,007.66	200	206,548.07	181,875.65	164,529.65
Sue Sterling-Bur, VP Students	174,154.74	-	14,140.96	18,007.66	1,050.86	207,354.22	177,470.07	155,751.36
Ernie Gran, Chief Financial Officer	83,449.15	-	8,705.02	9,003.82	100,000	201,157.99	175,221.74	154,203.12
Paul Grewal, Chief Financial Officer	141,317.18	-	11,480.77	14,612.21	800	168,210.16	-	-

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Ken Tourand, President & CEO	7,400	-	-	-	7,200	-	200
John Chenoweth, VP Academic	200	-	-	-	-	-	200
Sue Sterling-Bur, VP Students	1,050.86	-	-	-	-	50	1,000.86
Ernie Gran, Chief Financial Officer	100,000	100,000	-	-	-	-	-
Paul Grewal, Chief Financial Officer	800	-	-	-	-	600	200

Ken Tourand, President & CEO	Other Note: fitness benefit reimbursement - \$200 vehicle allowance - \$7,200
John Chenoweth, VP Academic	Other Note: fitness benefit reimbursement - \$200
Sue Sterling-Bur, VP Students	Other Note: emergency services assistance (Elder support) - \$1,000.86 personal cellphone reimbursement - \$50
Ernie Gran, Chief Financial Officer	Other Note: Severance - \$100,000
Paul Grewal, Chief Financial Officer	Other Note: fitness benefit reimbursement - \$200 personal cellphone reimbursement - \$600 April 1 – September 25 Director, Finance; September 25 – November 15 Interim AVP, Finance; November 16 - present CFO

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