



Compensation Discussion and Philosophy for Executives at Camosun College

Statement of Compensation Practice and Process

The Board of Governors for Camosun College have, to-date, calculated the President's base salary in keeping with the 2001 CEO Compensation Guidelines. Those guidelines related CEO compensation to the operating budget and student FTE. The President's salary was adjusted periodically in relation to the growth of the College's student FTE and overall College budget. The current salary for the President is based on this methodology. The President's salary was last adjusted in 2006 when the College had an \$80 million operating budget and the equivalent 7,600 fulltime students.

Compensation Philosophy

Overlaying the statistical analysis, the Board also considers demonstrated leadership, adherence to the strategic plan and accomplishments over the period of review. In addition, the Board has been mindful of setting compensation and periodic increases to encourage attraction and retention but within the context of increases awarded other employee groups at the College.

Salaries for other members of the Executive have been determined by reference to the job evaluation plan and annual salary ranges for specific positions. Adjustments have been made from time to time to reflect changes to the roles and accountabilities assigned executive members. In addition, the Board has attempted to maintain a historical compensation relationship for positions reporting to the President.

Current Compensation Philosophy

For the purposes of this report total compensation includes: base salary, pension and other benefits, and perquisites. The total compensation package is designed to allow the organization to attract, retain and motivate the best qualified candidates possible to lead the College.

The general philosophy of the Board is that the President and the senior executives should be fairly compensated and rewarded for achieving the College's strategic plans and adherence to sound and balanced budgetary plans. The compensation should be fair relative to both the post secondary sector and the BC economic environment.

Benefits should reflect the nature of the role, the competitiveness of the marketplace and consideration given to equity for the employees of the College. Salary and benefit provisions are established by Human Resources Policy and are subject to change, from time to time, within parameters as may be established by Government.



CAMOSUN COLLEGE – SUMMARY COMPENSATION TABLE

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous Year Totals (h)
Dr Liz Ashton, President	177,937	0.00	0.00	16,602	41,747	236,286	2007/08=\$235,707
Peter Lockie, VP Administration & CFO <i>*CFO in 07/08</i>	148,053	0.00	0.00	13,209	17,635	178,897	2007/08=\$154,422
Baldev Pooni, VP Education & Student Services	144,660	0.00	0.00	12,942	17,272	174,874	2007/08=\$165,038
Denis Powers, Executive Director Human Resources	127,325	0.00	0.00	11,380	16,185	154,890	2007/08=\$154,278
Paul McGeachie, VP Business Development <i>**Retired Oct. 31/08</i>	86,364	0.00	0.00	8,299	3,374	98,037	2007/08=\$175,448

NOTES:

- *All Other Compensation* includes all statutory employer payments (e.g.: CPP, EI, WCB), 3rd party health and welfare benefits (other than pension), perquisites, and *pro rated* costs related to administrative leaves.
- The 21-week salary continuance is included in 2007/08 totals. As this is a self-funded arrangement (an extension of sick leave), the \$ value has not been included in the 2008/09 totals.