



Camosun College
Executive Compensation Disclosure Statement for 2013/2014
June 9, 2014

The following report provides an accurate representation of all compensation provided to the President and the next four highest paid executives with an annualized base salary of \$125,000 or greater in the fiscal year 2013/2014.

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, to the extent possible, the organization to successfully attract, retain and motivate the best qualified candidates possible to lead the College. Compensation for Camosun College executives is benchmarked against other public sector positions with similar scope and responsibilities and in particular against other post-secondary institutions in the province of British Columbia.

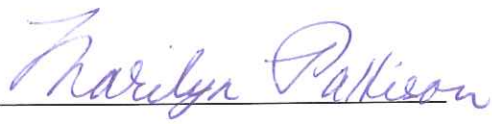
The Board Executive sets the salary and benefits for the President. Salaries for other members of the College Executive have been determined by reference to the job evaluation plan and annual salary ranges for specific positions. Adjustments have been made from time to time to reflect changes to the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

Senior executives should be fairly compensated and rewarded for achieving the College's strategic goals 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.

The level of benefits should reflect the nature of the role, the competitiveness of the marketplace and overall equity. 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. The College complies with all Government direction on executive compensation, for example, the freeze on executive and management compensation that was announced in September 2012.

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The President is entitled to six months of administrative leave with pay and benefits during the term of her five year employment contract. Such leave will be of mutual benefit to the President and the College as approved by the Board Chair or designate. Under no circumstance will administrative leave be paid out upon termination of employment. Senior executives are provided with various leaves including vacation leave, maternity and parental leave, bereavement leave, and compassionate leave and may also apply for professional development leave with or without pay. The various leaves are an important aspect of our compensation package that reflects fair but not excessive leave that is comparable to leaves granted the College's unionized employees and not inconsistent with other similar positions in the public service.



Marilyn Pattison
Chair, Board of Governors
Camosun College
Attached: Appendix A – Compensation Summary Table

Appendix A - Summary Compensation Table at FISCAL, 2014

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2013/14 Total	Previous Two Years Totals	
							2012 / 13 (s)	2011 / 12 (t)
Kathryn Laurin, President	\$ 131,436	\$ -	\$ 8,188	\$ 17,532	\$ 73,612	\$ 230,768	\$ 202,974	\$ 202,704
Peter Lockie, VP, Administration & CFO	\$ 156,360	\$ -	\$ 13,234	\$ 15,500	\$ -	\$ 185,094	\$ 178,374	\$ 179,021
Tom Roemer, VP, Strategic Development	\$ 151,174	\$ -	\$ 12,990	\$ 14,992	\$ 164	\$ 179,320	\$ 177,383	\$ 168,215
John Boraas, VP, Academic	\$ 148,557	\$ -	\$ 12,172	\$ 14,705	\$ -	\$ 175,434	\$ 160,625	\$ -
Joan Yates, VP, Communications, Advancement & Planning	\$ 134,579	\$ -	\$ 10,018	\$ 13,296	\$ -	\$ 157,893	\$ 149,003	\$ -
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Summary Other Compensation Table at FISCAL, 2014

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Paid Leave (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Kathryn Laurin, President	\$ 73,612	\$ -	\$ 27,098	\$ 44,712	\$ -	\$ 1,802	\$ -
Peter Lockie, VP, Administration & CFO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tom Roemer, VP, Strategic Development	\$ 164	\$ -	\$ -	\$ -	\$ -	\$ 164	\$ -
John Boraas, VP, Academic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Joan Yates, VP, Communications, Advancement & Planning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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Notes:

- Kathryn Laurin, President
- Peter Lockie, VP, Administration & CFO
- Tom Roemer, VP, Strategic Development
- John Boraas, VP, Academic
- Joan Yates, VP, Communications, Advancement & Planning



Camosun College
Executive Compensation Disclosure Statement for 2013/2014
Attestation Letter
June 9, 2014

CEO and President
Public Sector Employer's Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC V8V 2B7

Dear Sir/Madam:

On behalf of the Camosun College Board of Governors, I attest to the following:

- The Board of Governors is aware of the executive compensation paid in the 2013/14 fiscal year.
- The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries or any other organization related to or associated with the employer. It also includes the value of any pre or post-employment payments made during the 12 month period before or after the term of employment.
- Compensation provided was within approved compensation plans and complies with the Public Sector Employers' Council Secretariat's Public Sector Executive Compensation Reporting Guidelines of May 2014.

A handwritten signature in blue ink, reading 'Marilyn Pattison', is written over a horizontal line.

Marilyn Pattison
Chair, Board of Governors
Camosun College
Attached: Appendix A – Compensation Summary Table