



## **2008-09 Executive Compensation Disclosure**

### **BCIT Management Compensation Policy**

The objective for the BCIT Management Compensation Plan is to ensure that management staff salaries are sufficiently competitive in the market place to:

1. attract and retain a high calibre of staff
2. recognise the growth of individuals as they assume the full scope and responsibilities of their position; and
3. recognise employees for work performed based on level of performance and contribution.

Regular surveys of management compensation in other marketplaces are conducted to ensure BCIT salaries are competitive.<sup>1</sup> (The most recent survey was conducted by Watson Wyatt in the Summer 2005 and the updated salary scale was approved by PSEA in the Fall 2005.)

An important principle underlying the compensation policy is that there is one standard for job evaluation and salary ranges throughout the Institute.

Some of the features of the compensation policy are that it provides for flexibility in the new hire placement, progression on the salary band is performance based, and there is the ability for merit recognition beyond the job rate (top step). The merit recognition is in the form of a re-earnable, meritorious annual award and achieved through exemplary performance and exceeding expectations.

Individual performance is measured on the following dimensions:

- Outcomes Achieved
- Academic/Professional Leadership
- Customer Focus
- Leading Others
- Managing Results
- Business Processes
- Teamwork
- Independence

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<sup>1</sup> Excerpt taken from Section 5.1-Policy of the BCIT Management Terms and Conditions, approved by the BCIT Board of Governors September 2000.

The overall rating of employee performance as: Exceeding Performance Plan; Fully Achieving Performance Plan; Marginally Achieving Performance Plan or Unsatisfactory is then determined. Individuals may earn 6%, 4%, 2%, or 0% depending on the overall rating.

**BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY**  
**SUMMARY COMPENSATION TABLE APRIL 1 2008 TO MARCH 31 2009**

<b>Name and Principal Position (a)</b>	<b>Salary (\$) (b)</b>	<b>Bonus (\$) (c)</b>	<b>Incentive Plan Compensation Paid (\$) (d)</b>	<b>Pension (\$) (e)</b>	<b>All Other Compensation (\$) (f)</b>	<b>Total (\$) (g)</b>	<b>Previous year total 07/08 (h)</b>
Donald Wright President <sup>1</sup>	257,500.00	na	na	23,098.60	21,592.00	\$302,190.60	2007/08 = \$24,078.07 2008/09 = \$302,190.60
Verna Magee Shepherd Vice President Student Services <sup>2</sup>	31,979.55	na	na	2,945.35	29,423.94	\$64,348.84	2007/08 = \$267,830.29
Nina Leemhuis Chief Financial Officer <sup>3</sup>	134,617.50	na	na	12,921.29	28,989.75	\$176,528.54	2007/08 = \$205,419.88 2008/09 = \$176,528.32
James Reichert Vice President Research and International <sup>4</sup>	178,932.08	na	na	16,716.47	23,595.23	\$219,243.78	2007/08 = \$201,913.67 2008/09 = \$219,243.78
Tomi Eeckhout, Vice President Human Resources <sup>5</sup>	175,400.58	na	na	15,726.50	22,236.21	\$213,363.29	2007/08 = \$199,735.75 2008/09 = \$213,363.29
Laurie Clarke, Vice President Development, Executive Director, Alumni <sup>6</sup>	171,984.08	na	na	15,726.50	21,084.21	\$208,794.79	2007/08 = \$193,078.78 2008/09 = \$208,794.79
Paul Dangerfield, Vice President Education <sup>7</sup>	14,595.08	na	na	1,151.42	2,211.39	\$17,957.89	2008/09 = \$17,957.89

<sup>1</sup> Appointed President March 1, 2008

<sup>2</sup> Resigned effective May 31, 2008. All other compensation, besides an annual car allowance of \$6000 and group benefits includes a vacation payout of \$25997.20.

<sup>3</sup> Resigned December 31, 2008. All other compensation, besides an annual car allowance of \$6000 and group benefits, includes a vacation payout of \$13858.45

<sup>4</sup> All other compensation includes a car allowance of \$7200 per annum.

<sup>5</sup> All other compensation includes a car allowance of \$6000 per annum.

<sup>6</sup> All other compensation includes a car allowance of \$6000 per annum.

<sup>7</sup>Appointed Vice President, Education March 2, 2009. All other compensation includes a car allowance of \$6000 per annum.

All management employees, including the President and the Vice Presidents are provided group benefits. Benefit coverage includes: Medical Services Plan; dental, extended health, group life insurance, accidental death and dismemberment, long term disability; and employee and family assistance.

All management employees, including the President and the Vice Presidents are eligible to participate in the College Pension Plan. Eligibility for the pension plans and entitlement to pension benefits is governed by the appropriate legislations, subject to the interpretation of the Pension Corporation.

All management employees, including the President and the Vice Presidents are entitled to paid vacation periods. Vacation entitlements are based on a calendar year and active employment, and the annual entitlement and non-recurring vacation leave is established based on years of service with the Institute.